COUNTRY PROGRAMME DOCUMENT

GUYANA

October 2020

CONTENTS

COUNTRY PROGRAMME DOCUMENT

Programme Title:	Recipient UN Organizations (RUNOs):
Spotlight Initiative to End Violence Against Women and Girls	UNDP, UNFPA, UNICEF, UN Women
Programme Contact: Name and Title: Mikiko Tanaka, UN Resident Coordinator Address: UN House, 107-109 Duke Street, Kingston, Georgetown, Guyana Telephone: +592-226-4040 E-mail: mikiko.tanaka@one.un.org	**Programme Partner(s):** UN Agencies[1]: ILO, IOM, PAHO/WHO, UNAIDS Government (Office of the President, Ministry of Foreign Affairs, Ministry of Finance, Ministry of Human Services and Social Security, Ministry of Health, Ministry of Home Affairs, Guyana Police Force, Ministry of Education, Ministry of Legal Affairs, Director of Public Prosecution, Ministry of Local Government and Regional Development, Ministry of Amerindian Affairs, the Judiciary, Women and Gender Equality Commission, Regional Democratic Councils, Neighborhood Democratic Councils, and Village Councils. Non-Governmental Organizations (NGOs), Civil Society Organizations (CSOs), National Toshaos Council, women's organizations of political parties. Others, as appropriate
Programme Country: Guyana	**Programme Location (provinces or priority areas):** Coastland - Regions 4 and 6 Hinterland (indigenous communities) – Regions 1 and 7
Programme Description: The Spotlight Initiative in Guyana will address the root causes of violence against women and girls (VAWG) with an emphasis on prevention. It will introduce and expand on preventive measures, address legislative and policy gaps, improve institutional capacities, augment service delivery systems especially in remote communities, enhance data collection and use, and build a stronger civil society response to ensure justice is delivered to women and girls experiencing multiple forms of discrimination and violence.	**Total Cost** of the Spotlight Country Programme (including estimated Unfunded Budget): **USD 5,279,754** **Total Funded Cost** of the Spotlight Country Programme (Spotlight Phase I[2] and UN Agency contribution: **USD 4,105,441**

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[1]See Country Programme Development guidance for a definition of UN Agencies/UN Programme Partners.

[2]Funding from the Spotlight Initiative will be allocated by the Operational Steering Committee in two distinct phases: Phase I will entail allocating 70 percent of the funding envelope, Phase II will only be allocated depending on the Country Programme's overall needs and performance towards achieving results.

Pillar 1 will address legislative and policy framework in line with international human rights standards, on all forms of violence against women and girls; Pillar 2 speaks to building national and sub-national systems and institutions to plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls; Pillar 3 is directed at gender inequitable social norms, attitudes and behaviors change at community and individual levels; Pillar 4 focuses on responsive services for women and girls to use available, accessible, acceptable, and quality essential services including for long term recovery from violence; Pillar 5 seeks to deliver quality, disaggregated and globally comparable data on different forms of violence against women and girls in line with international standards to inform laws, policies and programmes; and Pillar 6 gives prominence to women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization.

Breakdown of Total Funded Cost by RUNO:

Name of RUNOs	Spotlight Phase I (USD)	UN Agency Contributions (USD)
UNDP	787,874	6,836
UNFPA	1,223,524	111,252
UNICEF	793,243	197,823
UN WOMEN	895,358	89,530
TOTAL	**3,700,000**	**405,441**

Estimated No. of Beneficiaries

Indicative numbers	Direct	Indirect
Women	57,103	199,861
Girls	18,615	65,153
Men	54,608	191,128
Boys	18,102	63,357
TOTAL	148,428	519,498

Start Date: 1 November 2020

End Date: 31 October 2023

Total duration (in months): *36 months*

The duration of the Country Programme should be maximum of 3 years.

Spotlight
Initiative
*To eliminate violence
against women and girls*

Recipient UN Organization United Nations Children's Fund Name of Representative: Irfan Akhter Signature: Name of Agency: UNICEF Date & Seal: 30 Oct, 2020	Government of the Cooperative Republic of Guyana Name of Representative: Hon Dr. Vindhya Persaud Signature: Name of Agency: Ministry of Human Services and Social Security Date & Seal: 23/10/2020 Ministry of Human Services & Social Security
Recipient UN Organization United Nations Development Programme Name of Representative: Jairo Valverde Bermudez Signature: Name of Agency: UNDP Date & Seal: Jairo Valverde	
Recipient UN Organization United Nations Population Fund Name of Representative: Aleah Drayton Signature: Name of Agency: UNFPA Date & Seal: 28-Oct-2020	
Recipient UN Organization United Nations Entity for Gender Equality and the Empowerment of Women Name of Representative: Tonni Ann Brodber Signature: Name of Agency: UN Women Date & Seal: 28 Oct 2020	
UN Resident Coordinator Name: Mikiko Tanaka Signature: Date & Seal: 23 October 2020	

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Spotlight Initiative
To eliminate violence
against women and girls

The UN Executive Office of the Secretary General:

Ms. Amina J. Mohammed

Signature: _____

Date: _____ 1/3/20

List of Acronyms

AFP	Agencies Funds and Programmes
BCC	Behaviour Change Communications
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CPA	Country Poverty Assessment
CPD	Country Programme Document
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CSE	Comprehensive Sexual Education
CSNRG	Civil Society National Reference Group
CSO	Civil Society Organization
DV	Domestic Violence
EU	European Union
EVAWG	Ending Violence Against Women and Girls
FBO	Faith Based Organization
FSW	Female Sex Workers
GAB	Gender Affairs Bureau
GESI	Gender Equality and Social Inclusion
GEWE	Gender Equality and Women's Empowerment
GFP	Gender Focal Point
GHRA	Guyana Human Rights Association
GLAC	Guyana Legal Aid Clinic
GTWG	Gender Technical Working Group
GWHLES	Guyana Women's Health and Life Experiences Survey
GWLI	Guyana Women's Leadership Institute
HDI	Human Development Index
HFLE	Health and Family Life Education
HIV	Human Immunodeficiency Virus
HP	Harmful Practice
ICT	Information Communication Technology
IDB	Inter-American Development Bank
ILO	International Labour Organization
IOM	International Organization for Migration
IMC	Inter-Ministerial Committee
IPV	Intimate Partner Violence
JPS	Joint Programme Secretariat
LAC	Latin America and the Caribbean
LGBT	Lesbian Gay Bisexual Transgender
LGBTQI	Lesbian Gay Bisexual Transsexual Queer Intersex
LNOB	Leave No One Behind
MAB	Men's Affairs Bureau
MICS	Multiple Indicators Cluster Survey
MISP	Minimum Initial Service Package
MSDF	Multi Country Sustainable Development Framework
NDC	Neighbourhood Democratic Council
NRDCGD	National Resource and Documentation Centre for Gender and Development
NTFPSV	National Task Force for the Prevention of Sexual Violence
NSC	National Steering Committee
PARD	Plan of Action for Regional Development
PMC	Programme Management Costs

PSEA	Protection Against Sexual Exploitation and Abuse
RBLAC	Regional Bureau for Latin America and the Caribbean
RDC	Regional Democratic Council
RGAC	Regional Gender Action Committees
RUNO	Recipient UN Organization
RWAC	Regional Women's Affairs Committee
SBSGBV	School-based Sexual and Gender-based Violence
SOA	Sexual Offences Act
SDG	Sustainable Development Goals
SEA	Sexual Exploitation and Abuse
SI	Spotlight Initiative
SOP	Standard Operating Procedures
SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health and Rights
TIP	Trafficking in Persons
UNCIAG	UN Communications, Information and Advocacy Group
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UNTF	United Nations Trust Funds
USAID	United States Agency for International Development
UNSG	United Nations Secretary General
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
VCD	Virtual Communication Dialogue
WAB	Women's Affairs Bureau
WEP	Women's Empowerment Principles
WHLES	Women's Health and Life Experiences Survey
WHO	World Health Organization
WOW	Women of Worth Unit

Glossary

The terms "gender-based violence" (GBV) and "violence against women and girls" (VAWG) are often used interchangeably, since most gender-based violence is perpetrated by men and boys against women and girls. GBV, however, includes violence against men, boys, and sexual minorities or those with gender-nonconforming identities. As such, VAWG is one type of GBV. While violence against the other groups mentioned is often rooted in the same gender inequalities and harmful gender norms, the focus in this document is on VAWG. This emphasis acknowledges the heightened vulnerability of females from childhood throughout their lifecycle and the profound, long-term impacts of sexual and physical violence on women and girls throughout their lives.

VAWG takes many forms, including sexual, physical, and psychological abuse. It occurs in the home, on the streets, in schools, workplaces, farm fields, migrant and refugee camps, during times of peace as well during times of conflict and crises.[4] Intimate partner violence (IPV) is one of the most common forms of VAWG. It refers to behavior by a current or previous husband, boyfriend, or other partner that causes physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse and controlling behaviors.[5] Such violence both reflects and reinforces underlying gender-based inequalities.[6]

Article 2 of the Convention on the Elimination of all forms Discrimination Against Women (CEDAW) notes that violence against women and girls includes sexual, physical, and psychological violence in the:

1. *Family*: such as battering, sexual abuse of children, female genital mutilation/cutting, and rape;
2. *Community*: such as sexual abuse, sexual harassment and intimidation, trafficking, and forced prostitution; and
3. *State*: such as poorly drafted or unenforceable laws for violence against women and girls, law enforcement agents who violate women and girls, the lack of facilities and education for prevention and treatment of women and girls exposed to violence, as well as the sanctioning and reinforcement of unequal gender relations. The state's indifference and neglect in creating opportunities for women and girls concerning employment, education, participation and access to social services also perpetuates gender-based violence.[7]

There are numerous commonly used terms for referring to violence against women and girls, none universally agreed upon. Many terms, which are based on diverse theoretical perspectives and disciplines, have different meanings in different contexts and countries.[8]

Family violence encompasses physical, social, sexual, economic and emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family connections.[3]

Violence against women and girls (VAWG) is any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (UN General Assembly, 1993.)

Gender-based violence (GBV) is violence that is directed against a person based on gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination and physical and mental integrity. [4]

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[3] Spotlight Secretariat. (2019) Caribbean Regional Investment Plan.
[4] Council of Europe, 2012

Intimate partner violence (IPV) refers to behaviour by an intimate partner or ex-partner that causes physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse, and controlling behaviours. [5]

Sexual violence/sexual assault is any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. It includes rape, defined as the physically forced or otherwise coerced penetration of the vulva or anus with a penis, other body part, or object.[6]

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.[7,9]

Sexual harassment is unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.[7]

Female genital mutilation/cutting: all procedures that involve partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons.[8]

Child marriage: a formal marriage or informal union before age 18.

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[5] WHO 2013
[6] WHO 2012
[7] UN Secretary General, 2008
[8] WHO 2013

I. Executive Summary

The Spotlight Initiative in Guyana will address **the root causes of Violence Against Women and Girls (VAWG) with an emphasis on prevention of family violence, defined as physical, social, sexual, economic and emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family connections**.[9] It will introduce and build on programmes geared to attitudinal change especially among young people; address legislative and policy gaps, improve institutional capacities, augment service delivery systems especially in remote communities, enhance data collection and use, and build a stronger civil society response to ensure that justice is delivered to women and girls experiencing multiple forms of discrimination and violence.

The document embodies the knowledge, hopes and anxieties of a vast cross-section of hundreds of stakeholders in Guyana, who, through several rounds of consultations convened for the programme formulation, contributed insights and analysis of the problem of VAWG in Guyana. Consultations have been held with various stakeholders, and including with the First Lady of Guyana who was very concerned about the upsurge in domestic violence in the country and the violence meted out to young girls and boys, and recommended for long-term approaches and cooperation and collaboration, as part of a comprehensive, holistic methodology.

As Guyana embraces economic change with the onset of an oil-based economy, it is also facing high levels of crime in general, and rampaging violence against women and girls that undercuts economic growth and leads to social instability. The programme will deliver national and sub-national interventions, prioritizing communities that have historically experienced various forms of family violence and those in remote areas that are currently underserved.

The **Spotlight Initiative Country Programme** is anchored in a global theory of change that envisions the empowering of women and girls to know and claim their rights and have their voices heard through an effective and inclusive women's movement. As the programme sets out to change the *status quo* it will seek to close legislative and policy gaps; inspire behaviour change; extend the range and quality of services available to victims and survivors; create systems to improve the data base to inform responses and monitor trends; and build the capacity of civil society organizations.

In keeping with the principles that undergird the Sustainable Development Goals (SDGs), **the Spotlight Initiative will defend human rights, and the Leave No One Behind (LNOB) principle**. This will require that programmes and policies responding to violence against women and girls, particularly sexual and gender-based violence, must break the cycles of disadvantage and inequity that creates an unacceptable and gendered inequality of risk to such violence.

The flow of actions under each outcome area will follow a logical sequence to achieve harmonious interactions between and among the six outcome areas covered by the programme. **Among the operating principles the Spotlight Initiative will uphold are: anchoring of the interventions of the six outcome areas of the programme within existing government and CSO programmes; scale up of existing actions that have proven to be successful; and allowing time for the capacity of CSOs to be augmented where this is considered a need.** Above all, the programme seeks to embed a culture of awareness and responsiveness to VAWG that can be sustained beyond three years, by mainstreaming the activities where possible in existing governmental machineries and systems as well as in the programmes of CSOs.

The total budget of 4.3 million Euros for the Guyana programme will be distributed across the six

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[9] Spotlight Secretariat. (2019) Caribbean Regional Investment Plan.

outcome areas of the programme, with most of the funds to be dedicated to Services as well as Prevention. In all, **the programme will reach over half a million beneficiaries** through prevention initiatives, augmented delivery of services, enhanced data collection and use, capacity building of CSOs, legislative and policy reforms, as well as institutional strengthening – all innovative approaches to address VAWG and support gender equality. The target populations will include women and adolescent girls; men and boys; persons affected by human trafficking; women in the sex industry; the LGBTQI community; and women living with HIV/AIDS.

As well as promoting preventive and protective measures to address VAWG, the SI will catalyse synergies among participating UN agencies. This can potentially strengthen the foundation on which the **Multi Country Sustainable Development Framework (MSDF)** is built.

II.   Situational Analysis

National Context

Guyana is located in the northern point of South America in an expanse of 215,000 square kilometres, bordering Suriname to the East, Brazil to the South and Venezuela to the West. Distinctive land formations are distributed in five zonal areas along the coast, interior plains, western highlands, southern uplands and southwestern savannahs. Ten administrative regions, with an elected Regional Democratic Council in each region, further demarcate the geographically and economically diverse expanse of unspoiled forest reserves, mineral endowments and agricultural land and fishing resources.

Guyana is categorized in the 'Medium Human Development' category and ranked at 127 of the 188 countries in its Human Development Index (2016). The total population in 2012 stood at 747,884 persons. Males were fewer than females, 372,547 males compared to 375,337 females yielding a sex ratio of 99 males for every 100 females. The national average household size has decreased over the 10-year Census period from 4.1 persons per household in 2002 to 3.6 persons per household in 2012. The highest average household size was recorded for the four hinterland regions (Regions 1, 7, 8 and 9) combined which yielded an estimated 4.7 persons per household.
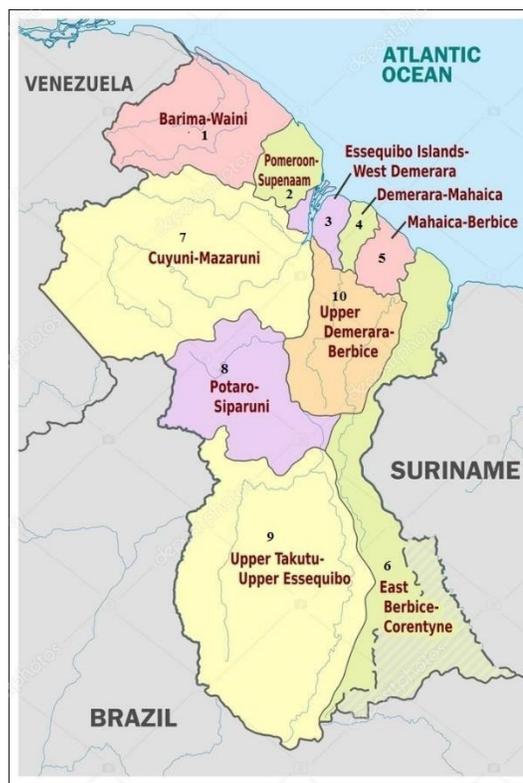
Originally populated by a diversity of indigenous peoples, Guyana has a history of colonial occupation with slavery and indentured labour, and other migrant inflows. This has produced a heterogeneous population of East Indian descendant (43 percent), African descent (30 percent), Mixed (16.7 percent), Indigenous Peoples (9.2 percent) and fewer numbers of Portuguese and Chinese descent (0.5 percent).[10] The political history leading to and following Guyana's independence in 1966 has created polarized dynamics between the two major political parties that are largely divided along Afro-Guyanese and Indo-Guyanese ethnic lines

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[10] Guyana Bureau of Statistics. (2012) Population Census Report.

to this day.

Poverty in agricultural households was at elevated levels with 41 percent of such households reported to be living below the poverty line.[11] Low wage and unskilled work in construction, and domestic work fall into the catchment of the poor. Indigenous people who inhabitant the hinterland accounted for 70 percent of the nation's poor.[12] In its 20-year Vision 2040 for creating a more sustainable society environmentally, economically and socially, the Government of the Cooperative Republic of Guyana has set out principles and actions towards the attainment of its vision. This national development strategy[13] outlines goals aligned to the SDGs, with the social cohesion and inclusion as the plank on which gender equality fits as a cross-cutting theme, alongside the themes of human rights, multi-ethnicity, non-discrimination and protection of vulnerable and marginalized population groups.[14]

Figure 1: Unemployment 2017
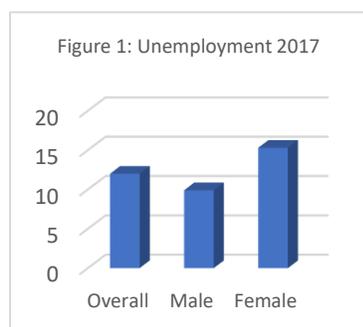
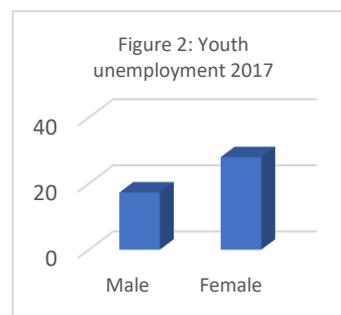The economy of the mineral-rich country derives most of its industry outputs from natural resources, alongside an agricultural sector of which the mainstay is the production of sugar and rice, and a logging sector. Oil production due to start in 2020.

Unemployment in Guyana displayed sharp differentials by gender and age. In 2017 overall unemployment was 12.0 percent, with female unemployment at 15.3 percent and male at 9.9 percent.[15] Although nearly twice the percentage of females were unemployed compared to males, the female labour force participation rate increased over the period while the rate for males decreased.[16] For youth, the unemployment level was equally concerning, with similar disparities between the sexes, with female unemployment

Figure 2: Youth unemployment 2017

recorded at 28.0 percent and male unemployment at 17.3 percent. Gender wage disparities were noted in the 2017 Labour Force Survey, attributed in part to longer hours worked by men. The decrease in labour force participation by males while that of females has increased may be explored as a contributing factor to the rising reports of family violence in Guyana. As economic insecurity might heighten the vulnerabilities of women and girls and lead them to high risk sexual activities with health and security consequences, the Spotlight Initiative will seek to network with organizations that can provide livelihood opportunities for affected women.

In the area of health, the Government's Health Vision 2020[17] outlines measures "to improve the timeliness, accessibility and adequacy of the supply of essential, quality, safe, cost effective, scientifically sound drugs and medical products to health facilities in all the regions. Strategic actions highlight improved standards, protocols, policies and information systems."[18] However maternal and child mortality, access to health

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[11] IMF. Guyana PRSP. Op. Cit.

[12] Ibid.

[13] https://doe.gov.gy/gsds Green State Development Strategy: Vision 2040 (adopted by APNU+AFC Government in 2019)

[14] Government of Guyana. (2019) Green State Development Strategy: Vision 2040

[15] Guyana Bureau of Statistics Labour Force Survey, 2017.

[16] Ibid.

[17] Government of Guyana. (2013) Health Vision 2020: A National Health Strategy for Guyana 2013-2020. https://www.paho.org/guy/index.php?option=com_docman&view=download&category_slug=health-systems-and-services&alias=123-guy-healthvision-2013-2020&Itemid=291

[18] Ibid. p 14.

services by some communities, and lack of policies to support Sexual and Reproductive Health have been identified as concerns.[19]

The University of the West Indies has reported that gender-based violence accounts for between 30 percent to 50 percent of murders in Caribbean countries.[20] World Bank research indicates all Caribbean countries have higher rates of sexual violence than the world average.[21] High risk groups such as sex workers and victims of human trafficking and domestic workers are among those most prone to such forms of abuse.

Figure 3: Rapes Reported to Police
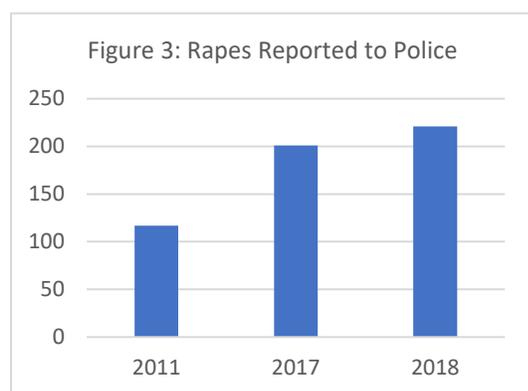
Family violence in Guyana remains a grave concern. The 2019 Guyana Women's Health and Life Experiences Survey analysis indicates that more than half (55%) of all women aged 15-64 have experienced at least one form of violence and 4 in 10 have experienced physical and/or sexual violence from a partner in their lifetime. One in 10 women have experienced physical and/or sexual violence from an intimate partner in the past 12 months. While this report was being written, there were numerous news reports of rampaging sexual violence against women, including gang rape and offences against minors.[22] The number of rapes reported to the Guyana Police Force has risen steadily[23] as Figure 3 shows. Reports indicate that 3 in 5 Guyanese women and girls have experienced some form of violence by an intimate partner.[24]

Table 1: Prevalence of Lifetime Physical and/or Sexual IPV by Region[25]

Region	%
Region 1: Barima-Waini	4%
Region 2: Pomeroon-Supenaam	6%
Region 3: Essequibo Is – W. Demerara	16%
Region 4: Demerara – Mahaica	29%
Region 5: Mahaica - Berbice	7%
Region 6: East Berbice - Corentyne	11%
Region 7: Cuyuni – Mazaruni	1%
Region 8: Potaro – Sipanuni	3%
Region 9: Upper Takutu – Upper Essequibo	2%
Region 10: Upper Demerara – Berbice	1%

The prevalence of alcohol and drug consumption, consistently associated with the violence experienced by women and girls, is nearly 40 percent with the rate varying by region. A 2018 report[26]

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[19] Ministry of Human Services and Social Security/CARICOM/CUSO (2019). Regional Gender Equality Strategy and Beijing Plus 25 Summit Report

[20] UNFPA. (2017) Gender Thematic Brief. [Online]. Available from: https://caribbean.unfpa.org/en/news/gender-thematic-brief

[21] World Bank. 2017.

[22] https://www.stabroeknews.com/2019/news/guyana/09/12/five-arrested-over-gang-rape-on-west-coast-berbice/

[23] UN Office of Drugs and Crime (UNODC); 2011 data from Immigration and Refugee Board of Canada, Guyana: Criminal violence and state response; state protection available for witnesses of crime (2010-September 2013), 15 October 2013, GUY104576.E , available at:
https://www.refworld.org/docid/527a4f364.html [accessed 4 September 2019]

[24] Guyana Women's Health and Life Experiences, citing UNFPA data.

[25] GWHLES data.

[26] https://mops.gov.gy/wp-content/uploads/2017/05/Guyana-Household-Drug-Survey-Report-2016.pdf

assessed the one month Prevalence Rate for alcohol consumption by region noting that respondents from hinterland regions (1, 7, 8 and 9) were the highest at 38.5, followed by Region 2 which recorded 35.3 percent; Region 4 at 33.4 percent; Region 3 at 32.8 and Region 6 at 30.4. Lower prevalence of alcohol use was reported for Region 10 (24.9 percent) and Region 5 (23.9 percent). When disaggregated by sex, the data reveal that the prevalence of alcohol use among men was 47.2 per cent, compared to 17.7 per cent among women. While there is no evidence of a causal relationship between alcohol consumption and domestic violence, the association of violent behaviour with alcohol use exposes a troubling pattern that continues to brutalize women.

Due to political instability in some countries in the region, there has been a significant increase in migration into Guyana in recent years, with women accounting for over 50 percent of this population. Migrants and refugees, who mostly flee a situation of poverty and violence in their countries of origin, are more susceptible to being in a situation of vulnerability that puts at risk the full exercise of their rights. The main migrant population affecting Guyana currently is from Venezuela with a smaller percentage of returning Guyanese and are mostly migrating to Regions 1 (Barima-Waini), 2 (Pomeroon-Supenaam) and 7 (Cuyuni-Mazaruni) but also Demerara-Mahaica (Region 4) and Georgetown, the capital.[27] There have been several newspaper accounts of abuse, exploitation and suspected trafficking of migrant women in recent months. The Leave No One Behind (LNOB) principle implies that all programmes and policies that are put in place to address sexual and gender-based violence must take all of these intersections into consideration in order to break the cycles of disadvantage and inequity that creates an unacceptable and gendered inequality of risk to sexual and gender-based violence.

Guyana has set a relatively high standard for encouraging the participation women in public office, having instituted quotas for political party lists, and with appointments of women to the judiciary where they are now the majority. In the National Assembly, women have accounted for about one third of the representatives since 2011.[28] On the institutional front, the Women and Gender Equality Commission is a Constitutional body that oversees and advocates for women's rights and gender equality. Within the Government, a notable development in recent years was a merger of the Women's Affairs Bureau and the Men's Affairs Bureau in 2016, that brought into force the Bureau of Gender Affairs. Among its achievements has been the development of a National Gender Equality and Social Inclusion Policy. The Bureau serves in an advisory capacity on gender affairs on established bodies including the Women and Gender Equality Commission. All 10 of its policy objectives[29] are in some way tied to the Outcomes that the Spotlight will pursue.

Outcome 1 – Laws and Policies

Guyana is a party to several international conventions, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of The Child (CRC) and the Convention on the Rights of Persons with Disabilities (CRPD), and has made some strides on the legislative and policy fronts. Applicable laws are the Married Persons Property Act (1995, amended in 2014), the Medical Termination of Pregnancy Act (1995), the Domestic Violence Act (1996) , the Prevention of Discrimination Act (1997), the Termination of Employment and Severance Pay Act (1997), the Representation of the Peoples Act (2001), the Combating of Trafficking in Persons Act (2005), the Persons with Disability Act (2010), the Right of Persons in Common Law Union (Amendment) Act (2012) , the Sexual Offences Act (2010, amended 2013), the Protection of Children Act, 2009; and the Childcare and Protection Agency Act 2009.

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[27] https://reliefweb.int/sites/reliefweb.int/files/resources/69616.pdf
[28] Ibid.
[29] https://www.cepal.org/sites/default/files/comunicacion_26_guyana.pdf

There is, however, a need to strengthen and harmonize laws on family violence, especially for the protection of children (both boys and girls). Vulnerabilities of children and adolescent girls (as part of family) as well as various types of violence affecting this age group, such as, cyber violence, online exploitation, incest, sexual violence and harassment including neglect, corporal punishment, that can all contribute to or are attributes of family violence, needs to be addressed via new legislation and policies. While Guyana's Constitution states that all forms of discrimination against women because of their sex is illegal,[30] there remains a need to translate this law through subsidiary legislation and action. Overall, further reforms are required to translate policy and law into practice to meet the needs of victims/survivors in a timely way. This is both for the prevention and the response to acts of family violence.

In addressing violence against women and girls, through the lenses of sexual offences, it can be acknowledged that the enactment of the Sexual Offences Act (2010, amended 2013) sought to address recommendations for legislative reform. The Sexual Offences Act, 2010, as amended by the Sexual Offences (Amendment) Act No. 2 of 2013 is a modern piece of legislation meant to consolidate and provide a better legal framework for the response to sexual violence in Guyana. It replaces the outdated provisions of the Criminal Law (Offences) Act, Chapter 8:01. The Act provides for the prevention, protection and treatment of sexual offences generally. While there have been several successes in terms of implementation of provisions of the Act, there are still several challenges in this regard. These challenges may result in, or have the potential to, undermining both the larger protective environment and systems that are meant to serve both the best interests of victims/survivors of sexual abuse and placing additional responsibilities on adult duty-bearers and rights holders.

Sexual Offences Act: Challenges in implementation

There were several court challenges in which the provisions of the Sexual Offences Act regarding paper committal procedure were ruled to be unconstitutional. The first decision given on August 10, 2012, was as a result of a challenge as to whether an accused can be lawfully committed to stand trial pursuant to the provisions for paper committals without giving him an opportunity to be heard and whether thereby his constitutional right to be heard was breached. The then provisions of the Sexual Offences Act only permitted the prosecution to file statements with the court and did not allow an accused to similarly file statements or be heard in any form by the presiding magistrate before a determination was made as to his or her committal. The Chief Justice (acting) ruled that paragraph 5 of the schedule of the Sexual Offences Act was unconstitutional. Because of this decision, after some delay during which indictable sexual offences matters were not being and could not be heard, the Sexual Offences (Amendment) Act No. 2 of 2013 was enacted on January 3, 2013.

The implementation of the Sexual Offences Act faced another hurdle when the Chief Justice (acting), Justice Ian Chung, gave another decision on November 14, 2014, as a result of a challenge. In this case, the issue was that after the witness statements had been filed by the prosecution, defence counsel sought to cross-examine the said witnesses. The defence did not file statements with the court within the statutory 45 days after the prosecution would have filed its statements as provided for in the Sexual Offences Act. The defence counsel raised the issue that since the accused was not permitted to give evidence or to call witnesses in the proceedings, this too was unconstitutional. The cross-examination of witnesses and disallowing the defence to call oral evidence was not permitted by the magistrate on the basis that the Sexual Offences Act did not permit such cross-examination or the calling of witnesses to testify for the defence since Section 43 of the Act provides that there would be no oral preliminary inquiry in the magistrates' courts.

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The Chief Justice (acting) ruled that notwithstanding the Sexual Offences (Amendment) Act, No. 2 of 2013 which permitted the accused to file statements in his or her defence in paper committal proceedings, while there was no constitutional right to an oral preliminary inquiry, it was unconstitutional to prohibit an accused from cross-examining witnesses for the prosecution and/or testifying on his behalf at the preliminary inquiry. It was held that paragraph 5 of the First Schedule of the Sexual Offences Act was unconstitutional.

The Director of Public Prosecutions argued vehemently that the Sexual Offences Act (2010, amended in 2013) gives both the accused and the complainant the right to a fair hearing. It has been argued that the paper committal fast tracks the process in which accused or complainant may spend awaiting a trial; recognizing that it was specifically created to address the issue of the trauma which the victim suffers having to recite the horrific experiences several times over a very protracted period. While the paper committal process allows for speedier trails, this does not occur in actuality due to the volume of cases to be tried in the High Court. In an effort to address how to tackle the backlog of sexual offences cases in the High Court, a Sexual Offences Court along with the fact tracking of the administrative process of cases from committal to trial was put in place in November 2017.

It is encouraging to see the success in Guyana's newly established specialized Sexual Offences Court that has resulted in an increase of conviction rates have increased from 10 percent to 60 percent within the last two years. Building on the success, efforts need to continue to address persistent challenges faced by the Sexual Offences Court and services.[31] **Sustained advocacy by CSOs and other committed stakeholders can support the realization of the Government's presentation of a costed National Action Plan for the implementation of the Sexual Offences Act as well as the Government's presentation of a costed National Action Plan for the implementation of the Domestic Violence Act**; supporting the establishment of a solid enabling environment. Both such costed National Action Plans have been in draft form for an extended period. Upon completion and presentation, the costed National Action Plans can aid reforms that will help to ensure that the country has the necessary bedrock.

Challenges related to survivors of sexual violence in Guyana are at institutional, service delivery, societal and community/home levels. The pronounced ones based on the Social norms study report and the Review of the Sexual Offences Act are:

- Access to treatment/response services- this includes the full range of social welfare, specialized police, judicial and therapeutic services (for instance, the one-stop centres for the reporting of child sexual abuse are not in every Region and when this exists the services are limited. As an example, there is only one centre in Region 1. Further, there are limited psychologists/psychiatrists/other mental health professionals in Guyana and no child psychologist/psychiatrist. There are now 3 Sexual Offences Courts. Access also includes challenges related to opportunity costs.
- Stigma and discrimination, based on prevailing negative social norms at macro and micro levels, particularly affecting men and boys.
- Access to information/prevention/social protection support- this is particularly to prevent exposure to other types of violence- including economic support.
- Exposure to "risk" factors that include being female, a child (particularly younger children, children with disabilities, children who have limited supervision (such as children in institutional care) and hyper sexualization of adolescents in a society (sometimes influenced by lyrics in music.)

A deficiency that has been noted is the lack of provision in the Sexual Offences Act for the video recorded testimony to be used as evidence in proceedings. The forensic interview of a child should be

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[31] Office of the Director of Public Prosecutions/UNICEF Guyana 2019)

used in court proceedings without the requirement of the child repeating his/her story. It is suggested that amendments to the Sexual Offences Act should be made to permit the admissibility of taped forensic evidence in court proceedings.

Given the challenges previously experienced in enforcing the Sexual Offences Act, there will be a need to support amendments to the legislation. Apart from required amendments, ongoing training in the paper committal proceedings may be necessary. As a corollary, many accused were unable to file the statements which are permitted pursuant to the 2013 amendment to the Sexual Offences Act. Accused also may claim that they were not served with their statements in sufficient time so that they in turn could file their statements as provided for in the Sexual Offences Act.

Generally, the fixed timelines affect the ability of the prosecution and accused to file statements in interior courts. Accused persons would have to travel long distances to the courts to file their statements. It was therefore recommended that in the case of accused, the time allotted for them to file their statements should run from the date they are served with the statements from the prosecution and not from the date that the statements were filed. It was also suggested that there should be provision for an extension of time for statements to be filed in interior courts. As such, there should be an amendment of the Sexual Offences Act regarding the filing of statements taking into consideration these issues. In that regard, the DPP contends that the paper committal benefits both the victim and the accused.

The Evidence Act, Chapter 5:03, provides for the admission of depositions at a trial pursuant to section 95 where a witness cannot be found, has died, has emigrated and is otherwise incapacitated so that they cannot testify. Section 95, however, specifically provides that one of the conditions for the admission of the deposition is that the accused would have had an opportunity to cross examine the witness. The decision of the Chief Justice (acting) opens the door for, in the absence of provisions allowing for the cross-examination of witnesses in paper committal proceedings, depositions by paper committal pursuant to the Sexual Offences Act potentially being challenged when tendered in court. It has been recommended that there be an amendment to allow these depositions to be tendered where the prosecution satisfies the Court that the witness would not be available to testify.

Concerns expressed by complainants have centred around the delay from the time the matter is reported to trail, and the attitudes to reports. The Director of Public Prosecution (DPP) suggested a number of recommendations for better implementation of the Sexual Offences Act. The DPP recommended that there be an amendment of the Sexual Offences act to allow for depositions taken from witnesses, other than victims, who are no longer available to be tendered into evidence. This would bring the Sexual Offences Act in line with the provisions of Section 95 of the Criminal Law (Procedure) Act, Chapter 10:01 which allows for the tendering of depositions of absent witnesses at a trial.

In a move to support a strengthening of the protective enabling environment for women and girls, at risk of family violence, modern family violence legislation which meets international benchmarks and addresses the emerging forms of family violence (most of which is not currently adequately reflected in the legislation in Guyana) may be required. While there has been no study on challenges in the Domestic Violence Act, it is apparent from anecdotal reports that challenges persist especially access to justice and support services, including training, safe shelters, social protection and prevention. Duty bearers and parliamentarians would stand to gain further knowledge of the legislation and capacity-building to be able to deliver services needed. For instance, it was only this year that the M Sc in Clinical Psychology was introduced.

Another concern relates to the low rates of prosecution of applications under the Domestic Violence Act. As reported in recent research, under the Domestic Violence Act, off 786 applications for protection orders, 562 were granted, five were refused, 167 were struck out and 37 were withdrawn; and 204 were not pursued

by victims.[32]

In sum, **the current framework of legislation and policies may not support novel approaches in the application of justice**. For instance, restorative justice or therapeutic jurisprudence, or even mobile justice which can be viewed as being especially important in light of Guyana's geographical layout, will be in need of support as part of deeper measures to ensure equity and equality as part of the response to family violence.[33] While there have been promising developments in the legislation and policies to address VAWG, the evident gaps will need to be closed to realize the aspirations under Outcome 1.

Promising developments

- The formulation of a National Gender and Social Inclusion Policy in October 2018
- Establishment of Sexual Offences Courts in the three counties of Guyana; Demerara, Essequibo, and Berbice; with the Sexual Offences Courts having conviction rates from 10 to 60% (in 2018-2019)
- Establishment of a Sexual Offences and Domestic Violence Policy Unit within the Ministry of Human Services and Social Security, as well as the adoption of Sexual Offences Guidelines, which are based on international best practices
- Offering of Master's in Clinical Psychology at the University of Guyana, to train a cadre of skilled providers who can offer victims/survivors needed counselling services as well as linkages to essential services
- Child Advocacy Centres functional in at least five Regions to treat child sexual abuse cases
- Establishment of Family Court and Children's Court
- Re-integration Policy for adolescent mothers in schools

Notable Gaps in Legislation and Policies

- The Domestic Violence Act of 1996 has no regulations to support its implementation; no national plan of action is in place with budget.
- The Sexual Offences Act (2010, amended 2013) has no national action plan in place to support its implementation, with no budget in place.
- The age of a child (18) needs to be reconciled with the age of consent (16) and age of marriage (16).
- Women and girls are not exempted from criminal liability in cases of prostitution (CEDAW Report 2019).
- Alternative programmes/exit programmes are limited (CEDAW Report 2019).
- Capacity is limited across the board (i.e. Social Workers, magistrates, limited rehab centres, specialized courts and officers, limited range of mental health programmes and professionals.)
- Low implementing capacity and infrastructure (e.g. mobile courts for interior, expansion of judges and magistrates, court-support personnel, police etc.) contribute to the backlog of cases and delays in reporting.

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[32] Persaud, C. (2015). A cross sectional study of the rate of prosecution of perpetrators of domestic violence against women at the Georgetown magistrates' court 2013 and 2014. [Online]. Available from: https://www.svri.org/forums/forum2017/Presentations/20%20September/18.%20Panel%20Medico-Legal%20-%20Ipanema/2.%20Persaud%20_SVRI%20PPT2017.pdf

[33] Extracted from: UNICEF. (2016). Review of the Implementation of the Sexual Offences Act, 2010, of Guyana. Georgetown, Guyana: UNICEF

Outcome 2 – Institutions

In Guyana, while the current legal framework does provide a clear leadership mandate for several institutions to operate (for example the Ministry of Human Services and Social Security, the Ministry of Home Affairs, Ministry of Health, and the Ministry of Finance) for the prevention and response to family violence, there is a need for clearly defined roles, greater inter and intra-agency coordination, enhanced resources (including human and physical). Additionally, there is a need (which Spotlight is expected to fulfill) to enhance existing learning institutions to ensure an overall informed response on matters of family violence that arise as a result of gender inequalities.

The Women and Gender Equality Commission is one of the four human rights bodies established in the Constitution and oversees and advocates for women's rights and gender equality. While resources allocated from the National Budget are limited, the Commission is composed of members who are known women activists from civil society, political parties and private sector and actively engage in defending women's rights including ending violence against women and girls. Women parliamentarians have historically been a force in the passing of legislature such as the Domestic Violence Act and Sexual Offences Act in the National Assembly. It is noteworthy that against a backdrop of polarized and divisive party politics in Guyana, women parliamentarians have cooperated across benches through parliamentary committees and beyond.

Within the Government, the Ministry of Finance plays an important coordinating role through the consolidation and monitoring of the National Budget that encompasses all government departments (line ministries and agencies), state institutions and decentralised bodies. The Ministry of Finance is the coordinating authority for both the European Union Delegation and the United Nations Country Team. The Ministry of Human Services and Social Security is the coordinating ministry on genders affairs, addressed through three departments: the Guyana Women's Leadership Institute (GWLI), the Men's Affairs Bureau (MAB), and the Women's Affairs Bureau (WAB). In addition, there is the National Resource and Documentation Centre for Gender and Development (NRDCGD), and two initiatives that correspond to the provisions made for special attention for vulnerable populations -- the Women of Worth Unit (WOW) and the Sexual & Domestic Violence Unit.

The Ministry of Human Services and Social Security faces several challenges that impede the desired levels of effective service delivery. Budgetary constraints are always a roadblock for the Ministry's actions; this problem has limited the Ministry's capacity to reduce poverty, especially in its social assistance programmes, as well as to more effectively address family violence. The programmes have faced periods of limited funding that forced the Ministry to choose which services to provide within the allocated budget. In addition, problems like the unavailability of suitably qualified staff, the difficulties in filling vacancies and the absence of qualified officers in key position diminishes the provision of services. Finally, due to budgetary constraints, the Ministry has limited presence in the inner regions where social protection services are most needed. These general conditions affected the Gender Affairs branch of services. (MOHSSS, Annual Reports 2013 and 2014).

The main objective of the current structure of services is to promote equality and non-discrimination to embrace development. The Women's Affairs Bureau focuses on eradicating discrimination and integrating women into the development of the country. The Men's Affairs Bureau seeks to enable men and boys to achieve their potential in development. The Women's Leadership Institute looks to foster greater representation of female leadership throughout the workforce. The Documentation Centre provides pertinent information support for all measures aimed at building the capacity of women. Finally, the initiative Women of Worth provided soft credits to assure economic promotion for women and the Sexual & Domestic Violence Unit sought to address implementation of the Sexual Offences Act.

In 2016, the responsibilities of both the Men's and Women's Affairs Bureaus were merged to form the Gender Affairs Bureau (GAB). The Gender Affairs Bureau, in keeping with the global response to gender equality and gender mainstreaming, is the national body within the Ministry of Human Services and Social Security with responsibility for the administration of gender affairs at the governmental level. **Under the Gender Affairs Bureau within the Ministry of Human Services and Social Security are the appointments of the Inter-Ministerial Committee (IMC's) Gender Focal Points (GFP's) and the Regional Gender Action Committees (RGAC's) with responsibilities for gender-centred initiatives.**

In August 2017, a comprehensive internal Gender Equality and Social Inclusion (GESI) organizational assessment of the Ministry of Human Services and Social Security's departments was conducted as a key element of the initial policy development processes. The purpose of the assessment was to evaluate the Ministry considering its strengths, weaknesses, opportunities, and threats, in order to transform gender relations and promote social inclusion in all organization processes.

The Sexual Offences and Domestic Violence Policy Unit, which came into existence in October 2016 and is catered for under the 1996 Domestic Violence Act, is policy driven. **The Sexual Offences and Domestic Violence Policy Unit, which operates within the Ministry of Human Services and Social Security and is largely centralized, requires additional financial, technical, and human resources to aid the intensification of efforts to address GBV.** In order to expand legal services to rural and hinterland areas, further investments are needed in rural areas where the challenges to access supportive services are greater, and where the data indicates that the levels of such sexual abuse and exploitation are highest.

The National Regulatory Framework on Violence Against Women and other Gender-Based Violence allows for the Sexual Offences and Domestic Violence Policy Unit to essentially serve as a Secretariat for the National Task Force on Sexual Violence as well as the National Domestic Violence Oversight Committee. Regrettably, the National (Inter-Agency) Task Force on Sexual Violence which was constituted in 2014 never met until December 8th, 2016 (when it was resuscitated) and has failed to meet since. The National Task Force on Sexual Violence is tasked with addressing implementation of the Sexual Offences Act. The National Domestic Violence Oversight Committee on the other hand does share a similar mandate as the National (Inter-Agency) Task Force on Sexual Violence. The National Domestic Violence Oversight Committee, which is also currently non-functional, is tasked with addressing the implementation of the Domestic Violence Act.

The National Plan of Action for the implementation of the Sexual Offences and Domestic Violence Acts (2014-2017) was developed and widely consulted on with relevant stakeholders. However, the National Plan of Action was never formally adopted. Instead, based on feedback received from relevant stakeholders, the Government identified a need to have one National Plan of Action for the Implementation of the Sexual Offences Act and a separate National Plan of Action for the implementation of the Domestic Violence Act (essentially splitting the subject National Plan into two separate documents). A National Plan of Action for addressing Sexual Offences has been developed and it is currently awaiting approval for implementation. A separate National Plan of Action for addressing the Domestic Violence Action Plan is yet to be developed.

The National Task Force on Sexual Offences and Domestic Violence remains non-functional; and the National Domestic Violence Act needs to be operationalized. Reparation and protective measures require significant strengthening to eliminate all forms of gender discrimination and GBV, particularly the strengthening of a coordinated multi-sectoral implementation, and the application of the Sexual Offences Act.
There is also a need for the development of a safe identification and referral pathway for GBV incidents and with entry points fitted to different needs of the GBV survivors. Additionally, it is necessary to enhance the capacity of service providers on GBV referral and case management services

and ensure that these services take into account the informed consent, confidentiality, respect for the survivor`s wishes and the provision of services and support without discrimination based on gender, age, race, or ethnicity.

A further need is to strengthen the process for the development of Inter-Agency Standard Operating Procedures (SOPs) for Family Violence as well as for enhanced trainings to relevant stakeholders on the content of the SOPs. For instance, there is no SOP or protocol to guide the relationship between the police and NGOs, in support of victims/survivors. Trainings on relevant legislation pertaining to GBV prevention, mitigation, and response, free and accessible legal aid, female police officers, survivors and witness protection during the prosecution and court proceedings are some of the main activities to carry out to ensure access to justice by GBV survivors. Broadening the mandate of existing Child Advocacy Centres to serve as one stop centres in addressing the needs of all victims/survivors (not only children) will be critical; recognizing the existence of this infrastructure.[34]

Other noteworthy developments on the policy front, which support institutional strengthening, include the following: (1) Model Guidelines for Sexual Offence Cases in the Caribbean have been applied in the Guyana judiciary, which were adopted in 2017; (2) The National Plan to Combat Trafficking in Persons (2017-2018) was approved in January, 2017; (3) The National Gender and Social Inclusion Policy (which includes a component on eliminating all forms of violence) was adopted in March, 2019; and (4) The Strategic Plan for Women's and Gender Development.

Outcome 3 - Prevention

As reports of violence against women and girls continue to escalate, attention should be drawn to the crippling effect of violence on the stability of homes and families and the society as a whole. Data from the 2018 Guyana Women's Health and Life Experiences Survey (GWHLES) suggest that women in Guyana are experiencing rates of violence higher than the global average. Its economic impact, caused by the diversion/loss of time, deflection of human resources to health and criminal justice services, and damage to the household economies are also deserving of intensified focus and action. **Some estimates place the cost of crime and domestic violence at three percent of a country's GDP.**[35]Across all regions of Guyana the employment rate is lower for women than for men, with Guyana having the largest gap in the region [36]of the countries studied. The regions with the highest prevalence of Intimate Partner Violence (IPV) are Regions 3, 4 and 6 with 4 having the highest prevalence.

Root causes and Enabling Conditions
The GWHLES results confirm the following factors as significant for IPV: age (women between the ages of 15 to 24 years experienced the highest rates of IPV in the 12 months preceding the survey); early

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[34] [Extracted from:
UNICEF. (2016). Review of the Implementation of the Sexual Offences Act, 2010, of Guyana. Georgetown, Guyana: UNICEF
Walters, C.M., & Viteri, A.M. (2018). National Gender Equality & Social Inclusion (GESI) Policy for Guyana. Georgetown, Guyana: Government of the Cooperative Republic of Guyana, Ministry of Human Services and Social Security]
[35] IADB. (2017) The Costs of Crime and Violence: New Insights from the Latin America and the Caribbean. [Online]. Available from: https://publications.iadb.org/en/costs-crime-and-violence-new-evidence-and-insights-latin-america-and-caribbean

marriage/cohabitation; partners' characteristics[37]; and exposure of both the victim and their intimate partner to violence as a child. The findings regarding the root causes of violence highlight that rates of violence experienced were also higher among women **whose partners were unemployed, have demonstrated controlling behaviours, consumed alcohol daily, fought with other men in the community, had more than one intimate relationship,[38] witnessed their mother being hit by their partner and was hit as a child**.

Women's reliance on men for financial support renders them more vulnerable to violence as confirmed in the VAW prevalence survey soon to be published. Women who are unemployed, living in rural areas and with lower levels of education all experience higher rates of economic abuse. The most prevalence form to economic abuse was a prohibition from working by their partner.

While the effects of ethnicity to risk or exposure is not fully defined, the available evidence suggests that women of mixed ethnicity and indigenous women suffer rates of violence higher than other groups for physical and sexual violence as well as economic violence (even greater difference from other groups). Indo-Guyanese women suffer more emotional violence compared to other ethnicities.

Prevalence of IPV: **Data from the 2018 GWHLES confirm that more than half (55 per cent) of ever-partnered women in Guyana have experienced at least one form of IPV in their lifetime**. Thirty-eight per cent reported experiencing at least one act of physical and/or sexual violence in their lifetime and more than one in ten reported experiencing these acts in the last 12 months preceding the survey (see Figure 4.4). Physical violence was reported more commonly than sexual violence (35 per cent vs 9 per cent lifetime; 14 per cent vs 4 per cent current), which may be in part due to a reluctance to disclose sexual violence outside of a trusting relationship. Emotional violence, typically the most common dimension of IPV, was reported by 40 per cent of respondents over their lifetimes and 17 per cent over the past 12 months.

Victim characteristics: Women who had a higher lifetime prevalence of physical/sexual violence were more likely to have been beaten in childhood, insulted and humiliated as a child and whose mother was beaten by their partner. Women with a higher lifetime prevalence of violence also were more likely to believe in harmful traditional stereotypes and that violence is justified in one or more situations such as: a woman should tolerate violence to keep her family together, a man should be the head of the household and a woman's most important role is to take care of her home. **Analysis of the results of the Guyana Women's Health and Life Experiences Survey (GWHLES) highlights the need to tackle the fundamental root causes and normalisation of violence against women and girls within homes, schools, communities, spill overs from the home to the workplace, and the country at large.** Children experience violence in the household directly and indirectly and repeated exposure may dispose them as

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[37] Women were asked whether the emotional, physical and sexual acts of violence they experienced were perpetrated by their current or most recent partner. Differences in rates of physical violence were statistically significant when analysed by partner education and work status: women whose partners have achieved education beyond secondary reported less than half the rate of physical violence than those whose partners did not achieve education beyond the primary level (and six per cent less than those with a secondary education).

[38] There are starkly elevated rates of IPV among women who reported that their current or most recent partner fight with other men or have extramarital relationships compared with women whose partners do not exhibit these behaviours. Women who reported that their partner has been involved in a fight with another man or have engaged in extramarital relationships reported more than twice the rate of every dimension of IPV from that partner compared with women whose partners have not; sexual violence in particular was reported three times more frequently among the women whose partners exhibited this behaviour. IPV rates related to these partner behaviours are all statistically significant.

Spotlight
Initiative
To eliminate violence
against women and girls

victims or as perpetrators. Prevention efforts will seek to break this intergenerational cycle.

Harmful social norms: Evidence from the GWHLES also confirms that **harmful gender norms and beliefs are driving IPV and VAWG. Respondents overwhelmingly agreed with inequitable traditional gender roles having to do with family hierarchy.** For example, 83 per cent agreed that it is natural that men should be the head of the home and 78 per cent agreed that a woman's most important role is to take care of her home. However, respondents concurrently embraced some feminist perspectives in their responses to other questions on gender roles; 88 per cent agreed that men and women should share authority in the household and 83 per cent that women should have economic autonomy, spending her own money according to her wishes. Fewer than half (44 per cent) agreed that women should always obey their husbands and only about one in four (28 per cent) believed that women had a sexual obligation to their husbands. IPV rates were found to be higher among women who agreed with inequitable traditional gender roles.

Chi square statistic significant at p<0.05

Early Marriage

Spotlight
Initiative
To eliminate violence
against women and girls
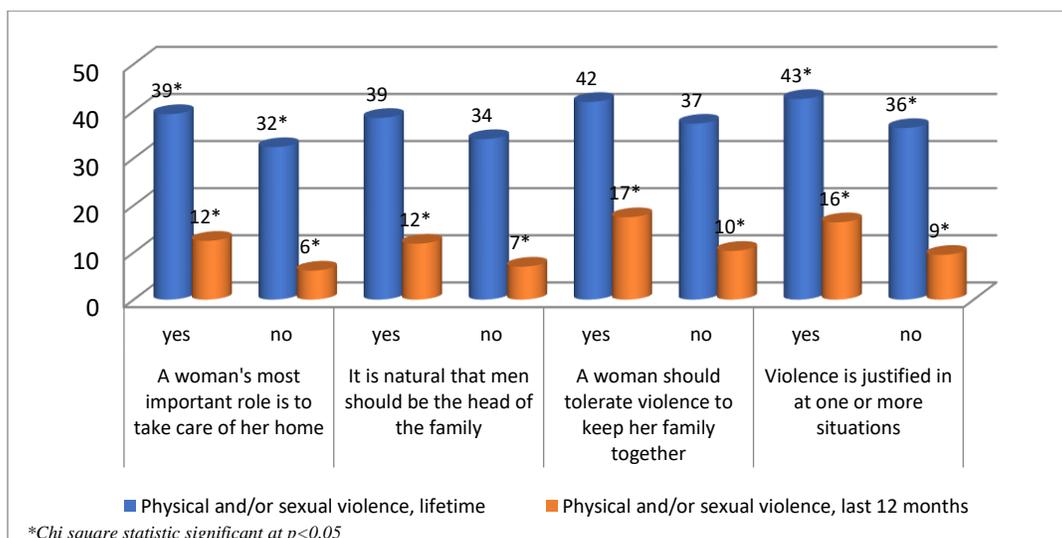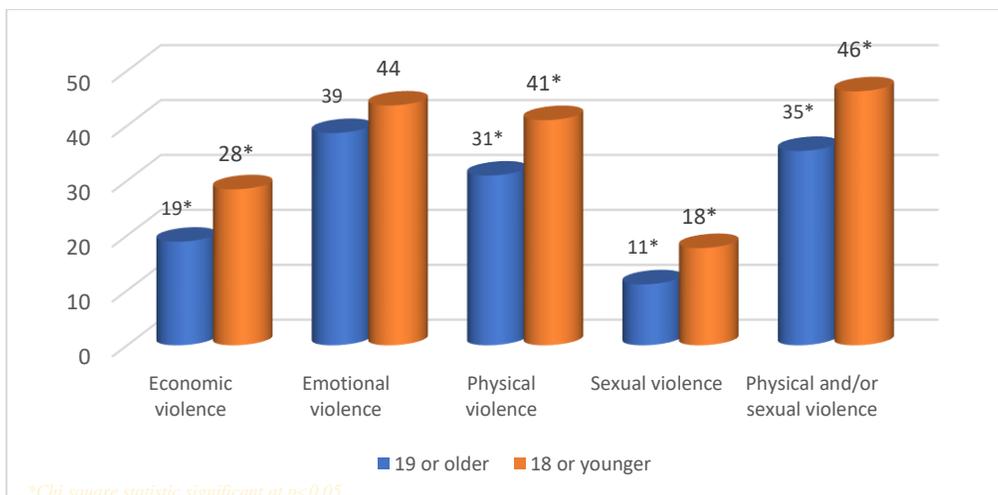
Partner characteristics: Regarding partner characteristics, IPV rates were higher among women, and at statistically significant levels, who exhibited patriarchal behavioural patterns (toxic masculinity). This proves strong relationship between male socialisation patterns, social expectations for male and gender power imbalance that contribute to VAWG. These behaviours among the men who abused their partners comprise alcohol consumption, fighting with other men, having extramarital affairs, being unemployed, controlling behaviours (such as stopping her from meeting friends, insisting on knowing where she is at all times, frequently getting jealous or angry even if she just talks with another men or checking her cell phone, among others).

Alcohol consumption

Chi square statistic significant at p<0.05
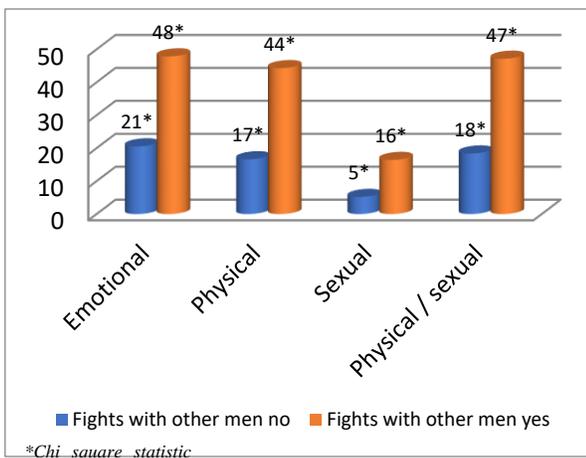
Community Violence

Chi square statistic

Other/Extra-marital relationships

Chi square statistic

25

Work Status

Chi square statistic significant at p<0.05

Controlling Behaviours (Any)

Chi square statistic significant at p<0.05
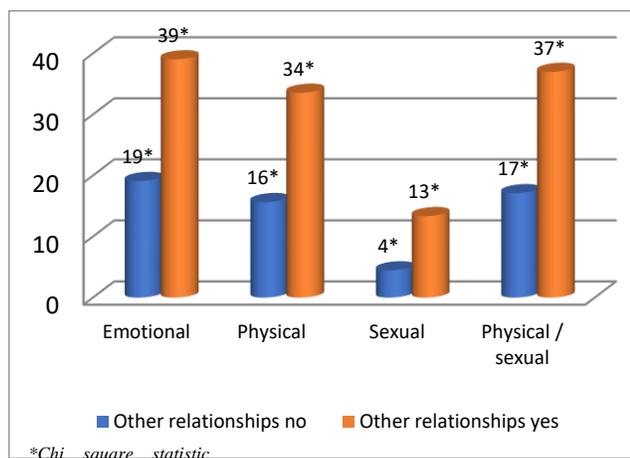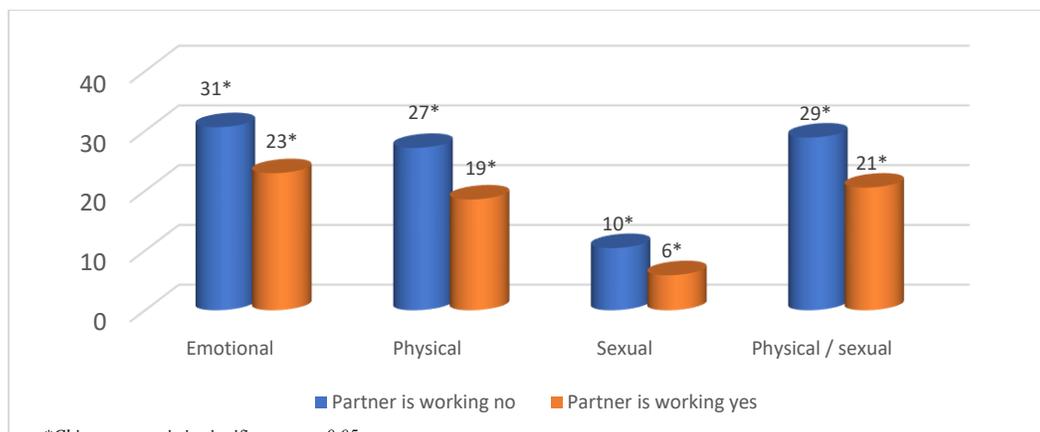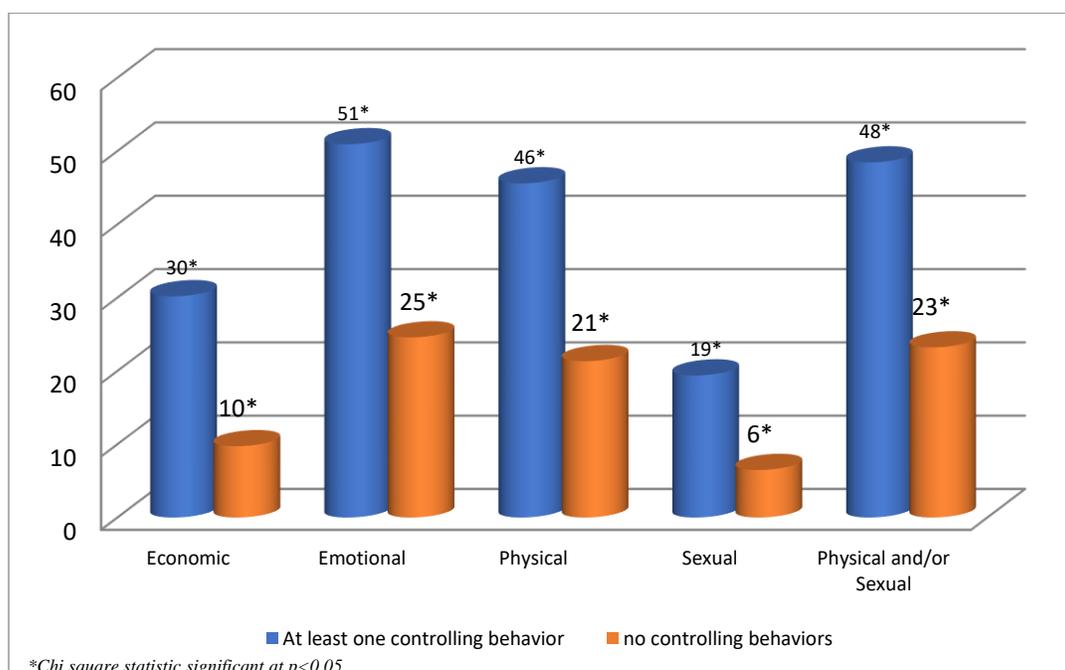
Current Programming: Commitments, Barriers and Gaps
The Government of Guyana has indicated that Eliminating Violence against Women and Girls is a priority for their development strategy. Key initiatives highlighted by the government to achieve this goal are:
- Increasing social awareness and education regarding the rights of women, children, vulnerable groups and Hinterland communities.
- Eradicating discriminatory and prejudicial social patterns that violate girls' rights, child marriage practices; and
- Eradicating discriminatory and prejudicial social practices that promote gender harassment in public spaces, schools and workplaces.

Moreover, in late 2018, Cabinet approved a new policy document -- National Gender Equality and Social Inclusion Policy (GESI). The related Institutional and National Action Plan for Implementation proposes a coordinated, multi-sectoral approach that requires greater coherence and partnership between the efforts of the core sectoral ministries, civil society, and other stakeholders. It embodies ten guiding principles including gender-based violence (GBV). The other principles include eradicating discrimination, eliminating all forms of violence towards women and vulnerable groups; the right to safe public spaces; the promotion of economic development and inclusion; governance and the law; health, wellness and healthcare; agriculture, the environment, and climate change; education, training and skills development; security, human rights, and justice (peace and conflict); and the media and information.

The Leave No One Behind (LNOB) principle implies that all programmes and policies to address sexual and gender-based violence must take all key intersections into consideration, in order to break the cycles of disadvantage and inequity that creates an unacceptable and gendered inequality of risk to sexual and gender-based violence. There are Commissions on Women and Gender Equality, on Ethnic Relations, Rights of the Child and Indigenous Peoples which are also active, and which will be critical partners in the Spotlight programme for prevention efforts, particularly as an intersectional approach is followed. Consistent application and implementation of intersectional approaches also remains a challenge for duty-bearers in Guyana.

Two key institutional actors that play a role in prevention at the public sector level are the Women and Gender Equality Commission and the Ministry of Human Services and Social Security, particularly the Gender Affairs Bureau. Established in 2010, the Commission has a rights-based mandate which includes reviewing policies and on the elimination of all forms of discrimination and violence against women. The Ministry of Human Services and Social Security engages regularly in sensitization activities, and implements programmes focused on key areas.

Public education and awareness programmes specifically tailored for the school-aged population and other special and vulnerable populations

Parenting skills education

Promoting responsible journalism

User-friendly Information, Education and Communication (IEC) materials targeting the public at large

Engaging the public through various forms of media (e.g. radio, television, social media)

This has included public education on the criminal nature of domestic violence, awareness campaigns and national conversations on domestic violence under the theme, "It's Our Problem, Let's Solve" (2012) and building on the previous "Stamp It Out" campaign.

As highlighted in the previous sections and indicated in those which follow, numerous challenges inhibit efforts to meet these commitments and to apply these principles effectively to ensure that Guyana is GBV and FV-free. **These include capacity challenges, the lack of accountability, limited CSO capacity to ensure accountability and funding for critical, limited coordination between state and non-state actors and limited investment in behaviour change programming that would directly tackle social norm and practice that enables and perpetuates FV and the silence around it. Social mobilization programming has either been too broad or too nuanced, with a critical balance between the two a difficult medium to achieve with an urgent need to move beyond sensitization to behaviour change**.

Critically, more direct efforts are needed to challenge the social norms that influence the work and actions of duty-bearers e.g. Parliament, politicians, the judiciary, service-providers and the police and that significantly limit progress on eliminating GBV and result in a lack of urgency on legislation, policies or

resolution of cases.[39] Coordination within the UN system working on areas directly or indirectly relevant to FV needs to be improved. Key gaps include promotion of non-violent masculinity, greater investment in working with boys and men and promoting nurturing relationships based on respect for human rights and gender equality

There can be little doubt that the prevalence of IPV also raises the risks for children in the household; and creates preconditions for them to be both victims and perpetrators. Data from the Guyana Child Protection Agency for 2016, 2017, 2018 for all regions highlight multiple forms of abuse affecting children: sexual, physical, verbal, neglect, abandonment and witnessing of abuse and a greater number of cases affecting girls as compared to boys (ranging from 2 to 5 times greater for girls than boys). Efforts to prevent violence against children and adolescents--particularly gender-based violence--is therefore a necessity to prevent further risk and exposure; reduce school-based sexual and gender-based violence; and inculcate new and more positive social norms and practices.

Efforts to eliminate school-based sexual and gender-based violence are stymied by the following barriers: (a) lack of capacity of teachers and guidance counsellors to deal with these specific issues; (b) the lack of clear accountability frameworks; (c) limited skills to use alternative conflict resolution techniques and strategies to leave violent relationships; (d) the lack of effective reporting and support and (e) limited integration of these issues into the education ecosystem for both students and teachers.

Other challenges: Due to political instability in some countries in the region, there has been a significant increase in migration into Guyana, with women accounting for over 50 percent of this population. Migrants and refugees, who mostly flee a situation of poverty and violence in their countries of origin, are more susceptible to being in a situation of vulnerability that puts at risk the full exercise of their rights. The main migrant population affecting Guyana currently is from Venezuela with a smaller percentage of returning Guyanese and are mostly migrating to Regions 1 (Barima-Waini), 2 (Pomeroon-Supenaam) and 7 (Cuyuni-Mazaruni) but also Demerara-Mahaica (Region 4) and Georgetown, the capital.[40] There have been several newspaper accounts of abuse and suspected trafficking of migrant women in recent months.[41]
Overall, while significant efforts have been made to challenge social and cultural norms and practices, "there are some cultural practices which are challenging to address due to the value system in some communities".[42]

Outcome 4 – Essential Services

Providing quality and timely access to comprehensive multi-sectoral services, such as immediate and long-term health care including psychological support, police and justice responses, and safe accommodation, are essential to mitigating the consequences of violence as well as breaking recurrent cycles of violence, which women and girls face. It is necessary to strengthen the capacity of service providers and to making essential services available and accessible, acceptable and of quality standards, as well as to prosecuting perpetrators in line with international human rights standards and guidelines.

The provision, coordination and governance of essential health, police, justice and social services is critical to mitigate the consequences that violence has on the well-being, health and safety of women and girls' lives, assist in the recovery and empowerment of women, and stop violence from reoccurring.[7] Effective

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[39] Beijing +25 Report.
[40] https://reliefweb.int/sites/reliefweb.int/files/resources/69616.pdf
[41] Not sure that this piece should be here on in the National Context
[42] Beijing +25 Report.

services can diminish the losses experienced by women, families and communities in terms of productivity, school achievement, public policies and budgets, and help break the recurrent cycle of violence.[7]

While extensive commitment to respond to and prevent violence against women and girls has occurred at a global level over the last nine decades, many women and girls have little or no access to the support and services that can protect them, assist in keeping them safe, and address the short and long-term consequences of experiencing violence. This has stubbornly remained the case for Guyana. **Challenges persist in the delivery of responsive and coordinated services to survivors. Data from the 2019 Guyana Women's Health and Life Experiences survey revealed most survivors are not accessing services at acceptable rates. In fact, most do not access services at all; and there is evidence of limited knowledge of available services, and how they can be accessed.** Specifically, of the women who said they were victims of IPV, most sought no help (50 percent); few went to the police (17 percent); and even fewer sought assistance from a health care worker (4 percent); religious leader (6 percent), counsellor (4 percent), NGO/women's organizations (2 percent), community leader (0.6 percent).

With regard to the hinterland where indigenous communities primarily reside, notably, not a single woman who said they were IPV victims, sought help from a health care worker, pastor/religious leader, or a women's organization/NGO. In fact, an overwhelming majority of hinterland women IPV victims sought no help at all (73 percent), few went to the police (12 percent), counsellor (4 percent), or community leader (2 percent). Interestingly, no urban women IPV victims sought help for a health care worker, even though the majority of health services are located in urban areas. The courts did not register as a place where survivors (regardless of location) turned to for redress.

Access to service for survivors of violence is limited in Guyana, with services centralized in the capital city of Georgetown. Within Georgetown survivors have access to a greater range of health, social services, police, and justice services, whereas in the rural hinterland regions health services are often the only accessible sector. The recent influx of Venezuelans seeking livelihoods and safety have added further pressure and complexities to services and host communities in hinterland regions along the border with Venezuela and in urban/peri-urban locations in the coastland.

Health services

Doctors are generally not trained in counseling and in how to support cases of sexual violence. Many doctors feel untrained and uncomfortable supporting survivors. As doctors are few in the hinterland region and often overwhelmed, there is resistance to the completion of a rape kit when such kits are available since it takes two hours to complete such kits. Fear of reprisals and also a fear or concern of having to testify in court has been attributed to doctors.

Not all family planning methods are available outside of Georgetown. Abortion is legal but not accessible outside of Georgetown. Policies at the level of public health facilities create roadblocks to access to abortion services. Unsafe abortions from misoprostol or other bush methods are extremely common, with women in both Georgetown and hinterland regions frequently approaching a hospital with bleeding and in need of a dilation and curettage (D&C) due to partial evacuation/tainted products. Access to safe, affordable abortion is a serious concern. HIV/AIDS related programmes over the past decades have invested in training and standardizing health (and other related) services. IOM supported outreach visits to mining camps in the hinterland for HIV/AIDS testing and preventive communications. HIV/AIDS also being an associated risk factor in sexual violence, it would be important to link with and build on systems created through the HIV/AIDS programme.

Social services

There are a limited number of gazetted social workers. Training is not formalized, and many are peri-professionals without clinical supervision. The majority of social workers are based in Georgetown. Two (2) to three (3) social workers are stationed in each of the ten Administrative Regions in Guyana. This places such social workers in a position where each must cover a very large land area with a significant number of individuals (as reflected in population per Administrative Region). Inadequately allocated resources, inclusive of insufficient funding for transportation, results in the already too few social workers placed in the Administrative Regions experiencing burn-out and being overwhelmed in hinterland regions (many use their own funds to support people and house children.)

Social workers mainly focus on children. There is not enough focus on adult survivors of sexual violence and GBV. There are limited mental health services. Such services tend to be centralized in Georgetown. The very limited number of psychologist/psychiatrists in the entire country are mainly stationed in Georgetown. Social workers in the Administrative Regions provide counseling services but can only provide to a few clients due to time restraints and transport challenges.

Safe housing for victims/survivors of domestic violence is only available in Georgetown. Although there have been investments in safe houses, no safe houses for women and children exists in the hinterland regions of Guyana. This is a huge barrier. Further, safe housing in Georgetown does not meet global standards (populations are mixed, facilities are closed/jail like, there is limited freedom of residents, there are no clear Standard Operation Procedures (SOPs), and tools for enhancing government oversight of facilities is required, among other things). CSOs such as Help and Shelter complement government services in provision of shelter. The lack of longer-term housing solutions adds to the constraints on safe houses. In the hinterland, the socially tight-knit and geographically remote and isolated nature of indigenous communities adds to the complexity of operationalizing safe houses. Hinterland backdam areas, that are largely gold mining areas and logging areas, where high rates of trafficking, child labor, sex work etc. occur, are viewed as being unsafe. As a result, such areas receive very few services and are not regularly reached by probation/welfare officers. The International Organization for Migration (IOM) has previously provided HIV/AIDS prevention and testing outreach in mining camps.

Police

Police provide support to victims/survivors. However, a critical challenge is the lack of trust for the police that exists within many communities. This results in some individuals choosing not to report instances of sexual violence and GBV, due to lack of trust as well as concern over reprisals/lack of confidentiality. Police in hinterland regions are sometimes perceived as being involved in buying/selling sex, and in exploiting migrants and other vulnerable populations. Police critically need to be trained in **Protection Against Sexual Exploitation and Abuse (PSEA)**, and a **Sexual Exploitation and Abuse (SEA) hotline** needs to be put in place to report abuses (as a means of re-building trust between the Police and communities).

SOPs for health care providers require police to be involved in rape cases. Currently, the way this is carried out varies highly. Further training of Police officers in the application of SOPs is needed, recognizing that this is a huge barrier to services. Individuals are sometimes lost to follow up if they are sent away from the hospital to get police and to return to the hospital. This has a correlation with the uneasiness of doctors in addressing rape cases.

In the hinterland regions, there are not enough Police officers to cover the many communities which are spread out over a large expanse of land. Outside of Georgetown, police protection is minimal due to, for instance, the significant distance to the police stations sometimes as well as factors such as inoperable

phone lines at police stations and non-24 hours police stations. Village Councils, District Councils, Toshaos, as well as rural constables need to be trained and supported to monitor what is happening in indigenous communities so as to aid prevention and response to sexual violence and GBV. Community protection committees may be a more feasible response for rural/backdam areas, in light of the foregoing challenges highlighted.

Police training is needed as it is clear there exists frustrations over what the community believes to be the role of the police in responding to sexual violence and GBV and what the Police officers see as their role. There exists a concern that there is limited understanding/empathy. Hinterland backdam areas, that are largely gold mining areas and logging areas where high rates of trafficking, child labor and sex work occur, are not regularly policed.

Justice

Justice mechanisms are only meaningfully accessible in Georgetown and other urban areas. In hinterland regions, the infrequency of court and the distance to nearest magistrate court means that justice is not readily accessible. It is however important to note that the state has recently made investments in creating a specialized Family Court, Sexual Offences Court and Children's Court and in decentralizing court services in regions. Magistrates need to benefit from ongoing training on sexual violence and GBV, so as to enhance the possibilities for deliberations and rulings that are favorable to victims/survivors. UNICEF, IDB, the Government of Canada and the Government of the United States have been strengthening the justice system in recent years.

Despite the existence of the Domestic Violence Act and the Sexual Offences Act, relief under these laws is less accessible outside of Georgetown. In hinterland regions, for instance, limited police presence poses a challenge for upholding orders. The establishment of branches of the Sexual Offences Court in Berbice and Essequibo regions is an important step in the right direction.

Civil Society Organisations (CSOs)

CSOs have been active in providing services to communities and victims of violence. They collaborate with public services where possible, often filling in critical service gaps and victim-focused care. Some CSOs receive small amounts of funding from the Ministry of Human Services and Social Security but not sufficient to run programmes. CSOs have largely depended on international development funding which has declined over the years; and may drop further with Guyana's projected hike in oil revenues. **There is no systematic cooperation or coordination protocol between CSOs and public services**. Region 6 offers a good example of cooperation between a network of CSOs, community leaders, faith-based organisations, Regional Democratic Council and regional line services that is driven by the leadership of highly committed individuals in the region.

Outcome 5 - Data

Reliable and timely data are essential to inform development planning and direct resources where they are needed most. Data are also necessary to measure and monitor the progress of policies and interventions. In Guyana there exists very troubling data which speaks to the prevailing situation with respect to violence against women and girls (VAWG) and the need for continued strengthening of existing systems, mechanisms and institutions to effectively address implementation of measures to combat family violence. While the main responsibility for survey and prevalence data rests with Government Bureau of Statistics, there are various agencies involved in the collection of criminal statistics and administrative data. These

include the Child Care and Protection Agency, the Sexual Offences and Domestic Violence Unit within the Ministry of Human Services and Social Security, the Ministry of Home Affairs, the Guyana Police Force, the Courts System, the Director of Public Prosecutions, the Probation Unit, the Injuries Unit, the Youth Department, the Guyana Crime Observatory and CSOs.

Recently, a national survey on VAWG was conducted for first time in Guyana. This Guyana Women's Health and Life Experiences Survey (GWHLES) was undertaken by the Government of the Cooperative Republic of Guyana supported by UNDP, UN Women, Inter-American Development Bank (IDB), United States Agency for International Development (USAID), the Global Women's Institute (GWI), George Washington University and the University of Guyana. The survey provides information about the magnitude, the frequency and severity, associated factors, circumstances, and consequences of different types of VAWG including family violence. This survey provides useful baseline data on the prevalence of VAWG locally and makes available for the first time in Guyana, comprehensive data to inform targeted violence**. There is need to conduct qualitative assessment of the survey to examine further factors such as those that inhibit victims from accessing services for example.**

In addition, **official and administrative data on VAWG are not consistently gathered and recorded in Guyana.** The Police collects administrative data through incident reports now being piloted electronically at two stations through the Police Record Management Information System. It is recognized that there is need for consideration of sensitivities in recording these reports to glean complete records. The Ministry of Human Services and Social Security (MoHSSS), through the Child Care and Protection Agency (CCPA), receives incident reports for minors (under 18) including girls. Their Domestic Violence Unit collects some data from CCPA and police. This data is stored in an *ad hoc* data base and generally contains duplication as Police Headquarters and local police stations often provide different statistics. This data is also not linked to the Ministry of Health records obtained at local clinics and hospitals. The data is accessed by the Gender Affairs Bureau of the MoHSSS, CSOs and University of Guyana for some policy making, programming of interventions and research. However, such information access is not guided by data sharing protocols due to lack of technical capacity to so formulate.

It is also recognized that administrative data is under-recorded. Not all incidents are reported to the police as these may be settled by local community leaders or with the intervention of CSOs who first-responders may be. CSOs however, do not have a standardized common reporting format to track administrative nor case management data such as delivery of supporting services or quality of such delivery. Currently data captured by CSOs are not integrated into any formal system or made available to other CSOs to guide programme interventions. Additionally, there is weak inter-institutional coordination and information sharing and no multi-stakeholder forums to promote discussion on any current data including administrative data among the various agencies involved in family violence prevention and services. There are concerns over leakage of sensitive information to the detriment of victims. Consultations and assessments conducted by UNDP throughout the Eastern and Southern Caribbean under the CariSECURE Project highlight many of these challenges.

Deficient evidence-based, gender-based violence policies are in part due to lack of reliable and comparable national and regional statistics; lack of stratified both survey and administrative data (by region, sub-region, sub-district, income level, education, age and sex); and lack of institutional capacity to analyze and use data for evidence based planning and policymaking. Therefore, systematic and reliable survey and administrative data is required to determine targeted interventions and evidenced based programming for family violence.

Outcome 6 - Women's Movements and Civil Society

Civil society organisations (CSOs), women's rights organizations, social movements and women's arms of political parties in Guyana have been at the forefront of efforts to end family violence, including violence against women and girls (VAWG). CSOs have been central to the response to VAWG as knowledge partners, implementers of programmes, advocates for normative advancements and accountability. They have provided direct services such as temporary shelter for victims, court-connected Batterer Intervention Programmes, delivery of reproductive health commodities to hard to reach and marginalised populations and livelihood support, to name a few. CSOs have been key actors in tackling harmful social norms and toxic masculinities that are key drivers of VAWG. They are active in areas such as human rights, gender equality, environment, HIV/AIDS, community development and good governance.

CSOs are diverse, ranging from national NGOs focused on specific thematic areas to community or regionally based NGOs that have established strong local networks. They do development work in tandem with communities and public services, advocacy and awareness raising on critical issues, and protect vulnerable or marginalized persons. Faith-based organizations across religions play an important role in the social life of the Guyanese. CSOs have relied on international, governmental and private sector funding that has fluctuated over time. Human resources within CSOs have fluctuated in part due to challenges in financial stability but also due to the brain drain migration from Guyana that has affected all sectors. These factors have limited the institutional growth of CSOs as well as sustainability and scale-up of their initiatives. Policy and legal reform, including on VAWG and sexual and reproductive rights, have often materialized after strident and consistent advocacy by the women's movement and CSOs working to advance sexual and reproductive rights. CSOs working in the areas of HIV prevention, SRHR and environmental sustainability have also been key advocates for marginalised and hard-to reach populations including indigenous people, LGBTQI, sex workers, persons with disabilities, youth and adolescents. Some CSOs are members of important national commissions set up to monitor national progress on global normative commitments to gender equality, children's rights, sexual and reproductive rights and the rights of indigenous people, among others. These commissions can be considered national accountability mechanisms and platforms for engagement with government and other key actors on human rights.

The Spotlight initiative will rely on the longstanding leadership, innovation and expertise of the Guyanese CSOs to mobilize for stronger stage and public accountability for the elimination VAWG. Similar to their counterparts in the region, **Guyanese CSOs are experiencing the impact of declining funds for development assistance, weak institutional capacity in areas such as monitoring and evaluation, report writing and fundraising.** While CSOs and the women's movement are still vibrant, their ability to consistently mobilize socially around key social issues is hampered by the afore-mentioned barriers to financial and operational sustainability.

Civil society organizations in Guyana have been recipients of support from government (through subventions), the UN, and International NGOs. They have been recipient of multi-donor and interagency trust funds, including the UN Trust Fund to End Violence Against Women. While this support has served to address some of the financial and institutional capacity problems, structural challenges remain. CSOs' strengths include their versatility in responding to social crises in relatively short time frames, their closeness to communities, and their autonomy in advocating for principles they uphold. **At the same time, many organizations lack capacity to maximize the impact of these interventions, and this can create hazardous conditions for implementing and sustaining interventions.** The CSO landscape in Guyana, as elsewhere is diverse thematically, in the clientele served, geographical coverage, philosophy and values. Women CSOs and the broader social movement in Guyana are also affected and hampered by the backlash (i.e. male marginalization movement) against progress on gender equality and rising religious and social conservatism. As noted in Outcome 3, these in combination with limited funding for EVAWG has

limited the ability of CSOs to keep FV and related issues on the front-burner of the societal discourse and to assure accountability by the justice sector, to coordinate effectively between themselves and state and quasi-state actors and to deliver effective and consistent programming that directly tackles social norms and harmful practice.

Outcomes and Strategies

This section presents for each outcome the theory of change that will guide the eventual programme actions, the strategic interventions, beneficiaries, lessons learned, and strategies for sustainability. The Spotlight Initiative in Guyana envisions a country in which all women and girls, particularly those most vulnerable, live a life free of violence and harmful practices.[43] **Underlying the strategy is a commitment to gender-responsive actions; the principle of Leave No One Behind (LNOB); Whole of Government, inter-sectoral approach; gaps analysis and capacity building to close gaps; coordination among the key actors addressing VAWG; and setting up guiding protocols and systems to ensure effective leadership and accountability**.[44]

The Spotlight Initiative in Guyana is driven by an all-embracing Theory of Change. As it is recognized that VAWG is part of a system of power inequalities that lead to injustice, the Spotlight Initiative will contend with the structural barriers to eliminating VAWG that have far-reaching implications, and that will take time. Recognizing the stretch of this long-term outlook, the Spotlight will build in systems for the full and ongoing engagement of Government and CSO stakeholders and explore channels for direct and alternative sources of financing beyond the three-year period. The Spotlight Initiative in the Caribbean focuses on family violence that encompasses physical, social, sexual, economic and emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family connections.[45]
The Theory of Change upholds fundamental principles:

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[43] Spotlight Secretariat. (2019) Caribbean Regional Investment Plan.
[44] Multi-Stakeholder Consultation July 19, 2019.
[45] Spotlight Secretariat. (2019) Caribbean Draft Regional Investment Plan.

If policy and legislative frameworks on family violence are strengthened and adopted in line with regional and international human rights standards;

(2) If institutions and organizations that implement policies and legislation have the commitment, capacity and are accountable in meeting their obligations;

(3) If social norms that condone stereotypes, harmful behaviours and practices, discrimination, and violence are changed for women, girls, men and boys;

(4) If access to quality essential services, is made available to and used by persons especially affected by family violence (survivors, perpetrators of violence and children of survivors and perpetrators);

(5) If quality, disaggregated data on family violence are collected, analysed, and used to inform laws, policies, and programmes on family violence; and

(6) If all women and girls are empowered to know and claim their rights and their voices are included through an effective and inclusive women's movement;

Then there will be substantial and sustainable reduction of family violence, leading to its elimination;

Because (a) family violence is being prevented before it happens or before it re-occurs; (b) survivors, particularly vulnerable persons, will be empowered to recover and rebuild their lives with appropriate assistance and support; (c) boys and men will have alternative models of positive masculinities d) perpetrators will be accountable and (e) women and girls will live free of family violence.

Overall Programme Strategy

A definition of family violence for the purpose of the Spotlight Initiative in the Caribbean takes into account "the reality of various family forms present in the Caribbean region and the broader context of unequal gender-power relations in which these various family forms are situated. Taking unequal gender-power relations into account, family violence will be viewed as gender-based with the most prevalent form of violence within the family being violence against women and girls. Notably, a definition of family violence in the Caribbean context incorporates a focus on economic violence as well as psychological/ emotional violence, partner and non-partner sexual violence, domestic violence, sexual violence, Intimate partner violence as well as female intimate partner or family related homicide."[46] Other dimensions of family violence have taken note of a regional propensity to excessive levels of violent crime, and the use of corporal punishment as a method of discipline in households and schools.

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[46] Ibid.

Through the programme, intersecting interventions in laws and policies, institutional strengthening, prevention of family violence, services to survivors of violence, data management and civil society engagement will create the platform on which innovative and impactful measures will contribute to a healthier and more sustainable society.

For the purposes of the Spotlight Initiative in Guyana, forms of violence identified are:
- Sexual and Gender-Based Violence;
- School-based Gender-Based Violence;
- Intimate partner violence;
- Incest/early initiation/teen and pre-teen pregnancies; and
- Forced sex by a family member or relative.

Programme Principles

- Principles on which the programme strategy is founded include the following:
- Victims and survivors, at risk groups, family violence of VAWG are at the centre of the Spotlight Initiative
- Programme interventions in targeted hotspot areas will address actual DV/GBV cases directly or indirectly as a means to demonstrate effective response measures for broader learning as well as to achieve results in EVAWG in its own right.
- Innovations that enable victims/survivors to take part in pillar activities (training, services, prevention activities, advocacy) will be promoted.
- Activities in targeted hotspot areas will be tailored to local context and will provide lessons that can apply in the national context.
- CSO role and coordination mechanism with Government are to be developed.
- A whole of Government approach as well as private sector engagement will be pursued.
- Through a subsequent prioritization and sharpening of Spotlight focus and strategy, along with implementation approach, RUNO and Associate Agencies roles and financial allocations will be determined.
- As a general principle, synergies across outcome areas will be built into the programme implementation.

Notwithstanding the ambitious scope of the Spotlight Initiative, it is acknowledged that patterns of family violence are deep-rooted in the social fabric of Guyana, enabled by a culture of tolerance of violations of personhood; fear of reprisals by survivors who report these crimes to the authorities; inadequate enforcement of existing laws; the need for economic survival especially by women who have no alternative route to economic security outside of the homestead; beliefs that connect family values to the preservation of a male head in the household irrespective of the brutalities that may be endured by the occupants; practices that undermine the fundamental core of social justice; and knowledge of, and access to services that would alleviate the pain and suffering to which mostly women are vulnerable. To deliver the desired outcomes, the Spotlight Initiative must engage with the broader dimensions of power inequalities shaped by social and economic experiences that define choices and opportunities for the citizenry.

The Spotlight Initiative places particular importance on the role of CSOs in eliminating gender-based and family violence. The programme strategy strives to partner with CSOs in a manner that builds on good work and initiatives, further strengthens capacities, and nurtures productive partnerships and networks with government services, private sector, community organisations and among themselves. With a view to realise the innovative and transformational nature of Spotlight's investments, CSOs will be expected to bring their own good practices and ideas to bearing and to incorporate learnings from good regional and international experiences. The programme invests in developing or strengthening partnership and social

contracting arrangements between CSOs and government institutions with the necessary financial allocations from government and other sources.

The budget distribution across the Pillars shows that the largest share of funds will be spent on Services, followed by Prevention. Institutional strengthening and CSOs will receive equal amounts of approximately 10 percent, while Data, Law and Policies are evenly matched at about 5 percent each.

Considerations in the determination of target groups and geographical areas

- The Spotlight Initiative team in Guyana has identified as priority target groups women and girls affected by family and gender-based violence, including marginalized women and girls such as women and girls with disabilities, indigenous women and girls, migrant women and girls, women and girls living with HIV and women and girls living in poverty especially in rural settings .
- Early Childbearing (as seen in Regions 9 and 1, with the highest rates countrywide), has historically been an issue of concern. The 2014 Multi Cluster Indicator Survey (MICS) highlighted inequities such as poverty, lack of comprehensive sexuality education, lack of access to contraceptives, and early sexual initiation (which almost invariably was associated with unprotected sex, sexual violence and abuse) as contributing to this situation. The recent qualitative Guyana's Women's Health & Life Experiences Survey highlighted early childbearing and inter-generational sex among the Indigenous Population as a concern as well.
- Trafficking in Persons (TIP), an issue that has escalated in recent years with the influx of migrants from bordering countries, has been tackled with resolve resulting in the lowering of Guyana's ranking in the Trafficking in Persons report to tier one. There is however continuing influx of migrants from Venezuela triggered by the political and humanitarian crisis[47]; as well as from Haiti.
- Other target groups identified by stakeholders during the consultations are men and boys, sex workers and the LGBTQI community.
- Criteria for geographical targeting are informed by a combination of the following factors:
    - Lifetime prevalence of GBV
    - Physical/sexual IPV
    - Non-partner sexual violence
    - Early childbearing
    - Alcohol prevalence
    - Incest
    - Trafficking in Persons (TIP)
    - Migrant population
    - State of services (Low, Medium, High)
    - Readiness of CSOs/communities
    - Number of CSOs in regions
    - Percent distribution of women age 15-49 years

In compliance with criteria generated by the Spotlight Guyana technical team and with the input of government and CSO stakeholders, four administrative regions have been selected for targeting. They are Regions 4 and 6 in the coastland and Regions 1 and 7 in the hinterland. The rationale for these four regions is summarized in Table 2.

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[47] International Organization for Migration. (2019). Guyana: Displacement Tracking Matrix - May 2019. [Online]. https://reliefweb.int/report/guyana/guyana-displacement-tracking-matrix-may-2019

Table 2: Proposed selection of areas for Spotlight Initiative Investments

Proposed Region	Considerations in selection
Coastland regions	Region 4 – Highest prevalence rate in country, particularly in peri-urban areas outside the capital Georgetown, largely Afro/Indo communities, influx of migrants
	Region 6 – Third highest prevalence rate in country, rural setting, largely Indo/Afro communities with some indigenous communities in interior, high suicide rate, presence of regional court (including sexual offence court), prisons, mental hospital, impact of sugar estate closure
Hinterland regions	Region 1 – Largely indigenous communities, mining related issues, border issues, access issues, high influx of Venezuelan migrants

III.   Programme Strategy

Outcome 1 - Laws and Policies

Outcome 1 Statement: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans in Guyana.

Outcome 1 revolves around a Theory of Change that highlights the centrality of legislation and policies to other outcomes in the Spotlight. Outputs of this outcome aim to: strengthen national and regional partners in evidence-based knowledge and capacities to assess gaps and introduce or strengthen legislation on ending VAWG; enable national and/or sub-national partners to develop and cost evidence-based national and/or sub-national action plans on ending VAWG; and improve the knowledge of laws and human rights by national, sub-national and/or regional partners.

The Theory of Change for Outcome 1 states that: If (1) women and VAWG, including family violence, experts are engaged in assessing, developing and implementing policies and legislation to end VAWG, including family violence; (2) if the implementation of legislations and policies is monitored then (3) an enabling legislative and policy environment on VAWG, including family violence, and other forms of discrimination is in place and translated into plans, guaranteeing the rights of women and girls because (4) effectively implemented legislative and policy frameworks address impunity and provide for coordinated action, including in the areas of prevention, services and data collection. [48]

Given the challenges previously experienced in enforcing the Sexual Offences Act (2010, amended in 2013), there will be a need to support amendments to the legislation to address gaps noted above in the situational analysis A deficiency that has also been noted is the lack of provision in the Sexual Offences Act for the video recorded testimony to be used as evidence in proceedings. The forensic interview of a child should be used in court proceedings without the requirement of the child repeating his/her story. It is

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[48] Caribbean Regional Results Framework and Priority Indicators.

suggested that amendments to the Sexual Offences Act should be made to permit the admissibility of taped forensic evidence in court proceedings.

In a move to support a strengthening of the protective enabling environment for women and girls, at risk of family violence, **modern family violence legislation** which meets international benchmarks and addresses the emerging forms of family violence (most of which is not currently adequately reflected in the legislation in Guyana) may be required.

As part of the proposed **new family legislation**, consideration will be given to cyberviolence, use of small arms/light weapons (including as a part of corporal punishment), economic violence and child marriage (the latter being still lawful in the country.) This will be instrumental in creating a common, clear and accepted agenda for change and action that is articulated with/by/for the affected population and the population to drive needed change on family violence. This will need to be guided by a policy and legislative analysis.

Furthermore, the pillar will support the creation of a **policy reflecting practices on *restorative justice* on domestic violence with the aim of providing both victims and preparators (families as a whole) with more options outside of custodial sentencing.** This may serve to address some of the current challenges of back-logged cases in the court system; effectively speeding up the judicial processes. Restorative justice contributes to the advancement of reforms and demonstration of the prevention work. The creation of this mechanism, and the combined work on strengthening institutional accountability, good governance and budgeting can also provide for the extension of new partners and alternative mechanisms to work. This may include indigenous communities as part and parcel of the justice process, LGBTQI community, and persons living with special needs.

The following elements will be taken into consideration for the implementation:

- Advocacy and mobilization for a "common cause" by State and Non-State Actors to co-create results through common platforms (e.g. National Taskforces) and media which engages children and youth on research evidence and following-up on the evidence.
- Capacity building of high-level stakeholders to position family violence as an issue that demands parliamentary and other attention including accountability on enforcement.

Scope and scale of support: The geographical scope for this outcome is national. Target groups identified[49] include:

- Women and girls (particularly survivors of gender-based and family violence)
- Men and boys (in prevention and response programmes)
- Children (including 7-11-year-old groups and the early childhood years to prevent negative social norms)
- Parliamentarians
- Judiciary
- Teachers and PTA bodies
- Expanded religious groups
- Community workers and community groups
- Professional groups and bodies
- Neighborhood councils e.g. Regional Democratic Councils (RDC)
- Media (including social media groups)

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[49]Multi-Stakeholder Meeting, July 19 2019.

Modalities of support: The interventions described are transformative and form the basis of any approach to legislative and policy reform, are crucial for ensuring a sound evidence-base and clear long-term path for ending family violence. Modalities of the support through transfer of grants support to relevant line ministries on the revision of laws and policies, supporting research into the proposed model law to expand the concept of family that deal with merging and new trends, and provide transfer of funds to examine the practice of restorative justice.

Programme Actions: Outcome 1 - Legislation and Policies

Output 1.1: Guyanese and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG including family violence and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.
Activity 1.1.1: Conduct legislative and policy analysis on domestic and sexual violence including implementation gaps and compliance with international conventions and treaties.
Activity 1.1.2: Review new and emerging forms of family violence to recommend policy and legislative updates
Activity 1.1.3: Create a specific policy reflecting restorative practices for domestic violence

Beneficiaries: This estimation has considered as direct beneficiaries the individuals targeted by the advocacy and trainings (including parliamentarians, draftspersons in line ministry, policy makers, CSOs involved and adolescent girls). The indirect the beneficiaries would be those who benefit from the changes in the law/policy, i.e. the entire population of the country.

Table 4: Beneficiaries of Outcome 1 – Laws and policies		
	Direct	**Indirect**
Women	500	195,000
Men	300	195,000
Girls	20,000	180,000
Boys	15,000	180,000
Persons who identify as Other	1,000	
Total	**36,800**	**750,000**

Lessons learned: Legislation and policy reforms require time, and champions are needed to take it from research stages to actual passage in parliaments. It is necessary to commit to providing resources once the laws/policies are passed and act on the commitment. Investing in demonstration "projects" can show how a future law or policy could work. The creation of an advocacy plan to activate civil society and other actors in lobbying for change is also a proven strategy. Using Communication for Development (C4D) tools to create buy-in and need for reform - at all levels would support the advocacy plan.

Strategies for sustainability: Law reform is a sustainable action since laws are unlikely to be repealed (at least within five years) and offers a measure to guide all other corresponding efforts for effective enforcement and implementation.Based on the existing capacities with the lead sector for legislative reform, all legislative and policy work can be supported by local consultancies and if needed international consultancies. Where possible, these consultancies should be twinned with local persons (as in the policy units of the Ministry of Human Services and Social Security) to ensure knowledge transfer. Additionally, participation mechanisms e.g. for children and youth -- through the use of technology and street theatre (as examples) will have to be used to ensure that the reform efforts integrate the full spectrum of persons and

is known by all -- outside of the traditional activists.

Outcome 2 – Institutions

Outcome 2 Statement: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors

The outputs to be delivered under this Pillar focus on: improvement in the capacity of key officials in institutions at national and/or sub-national levels to enable them to develop and deliver evidence-based programmes that prevent and respond to VAWG/FV; establishment at the highest level of adequately funded multi-stakeholder national and/or sub-national coordination mechanisms with multisector representation and representation from the most marginalized groups; enhanced capacities of Parliamentarians, key government officials and women's rights advocates at national and/or sub-national enabling them to developed and use tools on gender-responsive budgeting (GRB) to end VAWG/FV.

The Pillar foresees ways of addressing family violence (particularly domestic and sexual violence) through longer term visioning including documented sector plans which are actionable and monitored. These actions will help address, among other things, the power imbalance and gender equality as a foundation for the work on EVAWG, siloed approaches, and matters of accountability within and between sectors. It will provide institutions with key tools to allow for increased "decentralized" responses in the sectors and in the local governance system to strengthen access to prevention and response services (including access to justice and social support.)

Outcome 2 is lodged in a Theory of Change which asserts that:

> (1) If women and VAWG, including family violence, experts are engaged in assessing, developing and implementing policies and legislation to end VAWG, including family violence (2) if the implementation of legislations and policies is monitored then (3) an enabling legislative and policy environment on VAWG, including family violence, and other forms of discrimination is in place and translated into plans, guaranteeing the rights of women and girls because (4) effectively implemented legislative and policy frameworks address impunity and provide for coordinated action, including in the areas of prevention, services and data collection.[50]

Scope and scale of support: The programme will strengthen systems and capacities for institutions to deliver preventive and responsive services to victims and communities in a timely, coordinated and client-responsive manner. It will address critical gaps and weaknesses in the chain of services, strengthen or introduce training in public service and universities that will also benefit CSOs, and involve DV/GBV survivors and ex-perpetrators as trainers and service providers. Institutional-level interventions such as planning, SOPs, monitoring and training will be undertaken nationally through centralised channels such as line ministries and university/colleges.

In targeted high prevalence geographical areas primarily covered under Pillars 3 and 6, tailored support will be provided to communities and local institutions (including Regional outreach team) on a needs-basis. **There will be interactive activities and mechanisms between local and national that will forge feedback loops and synergies for systemic institutional strengthening responsive to local needs**. Interventions will be promoting inclusion by addressing particular concerns of marginalised groups such as indigenous communities, persons with special needs, children and adolescents, migrants, victims of

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[50] Caribbean Regional Results Framework and Priority Indicators.

trafficking and the LGBTQI community.

The programme will allow for the creation/support of programmes in tertiary education and public service training institutions, such as in family therapy and psychology; and will introduce those that are not currently available, leading to an impetus for a working platform for critical monitoring and accountability on Family violence. This will ensure the integration of EVAWG, and family violence in public training institutions which is a key component of Outcome 2. While Standard Operating Procedures (SOPs) exist for Sexual Violence and have been only limited in their activation including for medical practitioners, this programme, through SOPs and other vehicles, will strengthen the response between sectors and within sectors itself, as the response are often multi-layered. Importantly, on governance and accountability the programme should provide a strengthened and joint call from both State and Non-State actors to address the bottlenecks within the systems in a systematic way, to prevent and respond to family violence.

Activities will be anchored in legislative and institutional systems to ensure greater compact on a non-partisan approach to family violence. A transformational aspect of this intervention will involve, following the HIV/AIDS workplace model, supporting the development of a National Domestic Violence Workplace Policy (which can be based on the model CARICOM harassment legislation as well as model ILO legislation) as well as supporting private sector organizations and public sector organizations to develop their own organizational policy that is in line with the national policy. Linked to this will be the provision of support for the establishment of a mechanism for receiving and addressing complaints of harassment in the workplace (drawing on the experiences of the Equal Opportunity Commission in Trinidad & Tobago and the ILO.)

Spotlight places particular importance on the role of CSOs in eliminating gender-based violence and family violence. CSOs have been actively engaged in diverse activities across pillars over time with funding from international agencies, private sector and some government provisions. The sustainability and scale-up of Spotlight investments will require predictable and substantive financial resources for CSOs**. For this reason, it is important to establish a framework and funding window for Government-CSO partnerships with agreed service lines, accountability standards and social contracting modalities.** The Pillar addresses the principle of leaving no one behind (LNOB), and will assess the needs of vulnerable women and girls and ensure the participation of civil society and women's rights groups in design, implementation and monitoring, irrespective of race, ethnicity, disability, sexual orientation, gender identity and expression, immigration, setting or other defining factors.

Additionally, the Pillar will place the "spotlight" on at least one key institution such as the University of Guyana to strengthen the institutional response, and provide an opportunity for the creation of new and innovative partnerships that bring together State actors, civil society and the private sector to "model" how allocations are used to deliver direct targeted support through the necessary budgetary allocations, so that tangible change can be measured. Particularly, across all pillars and for this pillar, it is necessary to show the shift from review to capacity building to planning to budgetary allocation in at least one critical programme to demonstrate why/how returns on planning can reap dividends for those who need it most (victims and survivors) and in a timely fashion.

Target groups and geographical scope: The geographic scope of support is national for systemic interventions with tailored links to institutions in targeted hotspot areas under Pillars 3 to 6. Target groups identified[51] include:

- CSOs including organizations representing Persons with Disabilities; organizations of men and boys; organizations of media, musicians and artistes

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[51] Multi-Stakeholder Meeting, July 19, 2019

- State institutions including Judiciary, Police and Prison; Social Protection, Public Security, Finance, Public Health, Education (teachers and schools), Communities; University of Guyana; Parliament
- Organizations in the Hinterland Region
- The leadership of faith-based organizations
- National Centre for Education Resource Development (NCERD)
- Survivors of various forms of violence

Focus of support and signature interventions include: Task forces and reporting mechanisms will be strengthened to support the coordination, monitoring, accountability and oversight of work on family violence including the National Task Force for Domestic Violence, National Task Force for Sexual Offences.

The ability to "model" how planning can work through a tangible intervention such as one jointly designed for both prevention and response measures. For example**, social protection offers a platform for the repositioning of family violence in Guyana's "new" fiscal space as the country embraces an oil and gas** economy, and a new ethos is placed on corporate social accountability for family violence.

Modalities of support: The following elements will be taken into consideration during implementation:

1. The amendment and possible creation of **new sector plans with realistic and clear terms of reference, roadmaps, targets, indicators and "scorecards on performance to integrate Domestic and Sexual violence prevention and response activities into at least three (3) sectors** to allow for the open, frank discussion among stakeholders to provide feedback on both successes and challenges in the response to family violence. The process of the amendment, and the actual "new plans" will help to create a deeper understanding and change on issues of accountability, good governance and "systems" performance on violence.
2. **Adequate and sustained government budgetary allocations for GBV/family violence through gender-responsive budgeting**. Establish a Government-CSO partnership framework and funding window to institutionalise predictable government funding for CSO initiatives beyond Spotlight.
3. **Institutionalized training for public servants, CSOs and professionals on essential knowledge and skills related to GBV and family violence**. The training should draw on evidence and knowledge generated from other pillars, for example legislative/policy review and revisions (Pillar 1), innovations on prevention (Pillar 3), good practices and lessons of service provision (Pillar 4), data management (Pillar 5). Partnerships with established institutions such as the University of Guyana, CSOs and private sector should be explored. Survivors should be included as resource persons or training beneficiaries to enable a more victim-centered ethos.
4. As in Pillar 1, capacity building of high-level stakeholders to position family violence as an issue that demands parliamentary and other attention including accountability on enforcement are critical elements to which the plans will contribute, and which will provide pre-emptive action to the specific recommendations

Sector plans with realistic and clear terms of reference, roadmaps, targets, indicators and "scorecards on performance to integrate Domestic and Sexual violence prevention and response activities into at least three (3) sectors

Sustained government budgetary allocations for GBV/family violence through gender-responsive budgeting. Establish a Government-CSO partnership framework

Institutionalized training for public servants, CSOs and professionals on essential knowledge and skills related to GBV and family violence.

Capacity building of high-level stakeholders to position family violence as an issue that demands parliamentary and other attention including accountability on enforcement

Awareness-raising and sensitization of human rights defenders, lobbyists and CSOs

Oil and gas economy calls for a new ethos in corporate social accountability for family violence

from the reports and other data generated from Pillar 1.5. As in Pillar 1, awareness-raising and sensitization of human rights defenders, lobbyists and CSOs to ensure that the rights of marginalized groups are reflected in the discussions may also lead to new and exciting partnerships including with the Private Sector; and extended partnerships with academia for the institutionalization of training and other measures.

Programme Actions: Outcome 2 - Institutional Strengthening

Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG in sector plans, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors.

Activity 2.1.1: Amend and cost sector plans to integrate Domestic and Sexual violence prevention and response activities into at least three (3) key sectoral ministries and finalization, adoption and operationalization of a multisectoral National Plan of Action of the Sexual Offences Act as well as the Domestic Violence Act

Activity 2.1.2: Build institutional capacity and standardized training on Family Violence and GBV in selected national educational institutions including tertiary educational institutions

Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups.

Activity 2.2.1: Internal and external accountability mechanisms strengthened for the monitoring of VAWG and partnerships extended to Private Sector for widening CSR, including the creation of a social safety net programme for survivors of DV.

Output 2.3 Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including family violence.

Activity 2.3.1 Review current budgetary allocations and ensure gender-responsive budgeting into government programmes and mechanisms for the systematic analysis of the impact of policies on EVAWG (including Government-CSO partnership and financing framework); provide capacity development of parliamentarians and other relevant actors on GRB.

Beneficiaries: Direct beneficiaries include the individuals targeted for institutional strengthening (for example National Task Forces including Domestic Violence and Sexual Offences, sectoral line Ministries and the University of Guyana, professional bodies and Constitutional Rights Commissions.) The indirect the beneficiaries would be those who benefit from the changes in the institutions -- the entire population of the country.

Table 5: Beneficiaries of Institutional Strengthening		
	Direct	**Indirect**
Women	150	195,000
Men	50	195,000
Girls	30	180,000
Boys	15	180,000
Persons who identify as Other	5	
Total	**250**	750,000

Lessons learned: Capacity-building programmes that support institutional reform must be accredited and institutionalized to achieve sustainability. Additionally, technical training programmes should include a component for certification of local trainers as part of the sustainability plans.

National bodies with responsibility and oversight need to be supported for field work and demonstrative programmes to see "work in action", an example being Standard Operating Procedures (SOPs) for medical practitioners.

Strategies for sustainability: Under this outcome, there will be improved technical capacity for gender-responsive budgeting to support national and sector planning for the prevention and response to family violence. A transformational aspect of this intervention will entail the targeting of national and sub-national training institutions for public servants, to have integrated gender equality and ending VAWG, including family violence, in their curriculum, as per international standards. Collaboration with the University of Guyana to have such integration of gender equality and ending VAWG, including family violence, reflected in their curriculum (particularly for their Public Management and Business Management programmes).

An element of this intervention will entail work with Parliamentarians to strengthen knowledge and capacities to hold relevant stakeholders accountable to fund and implement multi-sectoral programmes to address VAWG, including family violence. Linked to this will be efforts to ensure that key elected officials (Parliamentarians, Regional Democratic Council Councillors, Neighbourhood Democratic Council Councillors, as well as Councillors of the Municipalities have greater knowledge, capacities and tools for gender-responsive budgeting to end VAWG including family violence.

Local systems will be supported to ensure availability of technical training and other programmes to support decentralized responses for family violence (including access to justice, reporting and social protection mechanisms.

Outcome 3 - Prevention

Outcome 3 Statement: Gender inequitable social norms, attitudes and behaviours change at community and individual levels and prevent violence against women and girls, including family violence

Favourable social norms, attitudes and behaviours will be promoted at community and individual level to prevent VAWG, including family violence. Multi-pronged prevention initiatives that mutually reinforce each other effectively shift individual and socio-cultural norms including those affecting women's sexuality and

reproduction. Outputs envisaged include; developed national and/or sub-national evidence-based programmes promoting gender-equitable norms, attitudes and behaviours; established community advocacy platforms to promote gender-equitable norms, attitudes and behaviours; better informed decision makers advocating for implementation of legislation and policies on ending VAWG.

Theory of Change

If (1) multiple strategies such as community mobilization, key stakeholders' engagement and education strategies are carried out in an integrated and coordinated manner based on a shared understanding and approach in line with international standards and evidence on preventing VAWG, including family violence

Then (2) favourable social norms, attitudes and behaviours will be promoted at community and individual level to prevent VAWG, including family violence

Because (3) multi-pronged prevention initiatives that mutually reinforce each other can effectively shift individual and socio-cultural norms including those affecting women's sexuality and reproduction.

Scope and Scale of Support*: Transforming norms is critical to prevention and evidence shows that changing norms requires a lifecycle and holistic approach. In order to shift social norms, attitudes and behaviours towards acceptance of gender equality multisectoral collaboration is required to support these efforts at individual, institutional and community levels. The programme strategy also leverages evidence-based approaches and lessons learned from current and past EVAWG programming in Guyana, the Caribbean and countries facing similar intersecting challenges including migration. It challenges the individual/relationship, household/family, community/social norms and societal dynamics that perpetuate violence and FV as a socially acceptable act. Recognizing the need to tackle both root causes and triggers (enabling factors) for IPV, NPSV, SGBV and SR-GBV, Pillar 3 activities comprise a multi-strategy approach that engages victims, at-risk groups (potential victims and perpetrators), influencers as well as perpetrators and reformed perpetrators. The USD 810,000 investment over two years at the national and sub-national level targets both primary and secondary prevention and maximizes engagement opportunities in school to address adolescents, opportunities in the workplace to address both women and women and opportunities at the community level to address FV in the home and between homes.

Programmes such as "Power to Girls" (successfully implemented in Haiti[52]) and the Foundations

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[52] Power to Girls is a step-by-step methodology that combines girl-centered programming with school- and community-wide social norm change. Used alone or together with SASA!, Power to Girls builds on SASA!'s 'essential' elements, including gender-power analysis and a phased process of change, involving the entire community (including participants from across the socio-ecological model) and activism. Lessons learned from the adaptation, testing, implementation, and evaluation pilot of Power to Girls in Haiti, included the following: positive outcomes from the process evaluation and its potential impact when adapted for Haiti; community satisfaction with the methodology and their interest in expanding its activities, demonstrating its relevance and potential sustainability; feedback from the first implementation on the methodology's gaps when it came to the lives of Haitian girls, leading to the conception and development of the Power to Girls methodology; and understanding of requirements for effective

programme (in Trinidad and Tobago and expanding across the region) are leveraged to better address and neutralize dominant norms and harmful stereotypes of masculinity and femininity that toxify individual interactions as well as relationships and to offer alternative strategies. Leveraging the power of "influencers" including artistes, community leaders, religious leaders and key government officials through training and via various forms of media, FV and specific forms targeted by SI Guyana, will be part of an ongoing national conversation on advancing and ensuring accountability of a zero-tolerance approach to violence, and family violence in particular. Engagement with these groups will be key to challenge and reforming how women and violence against them is represented in the media and for building trust and accountability. This is particularly key in moving the burden of tackling FV from being seen as a responsibility solely of victims but one that is shared with society and specifically duty-bearers (linked to Pillar 1, 2 and 4.)

Target groups and geographical scope: Prevention activities will be implemented largely at the community level across the four target regions (Regions 1, 4, 6 and 7) and to a lesser extent nationally to ensure that efforts to work with specific groups are also complemented by other efforts to challenge societal norms writ large. Target groups identified[53] include:

- At risk women and girls and survivors of violence
- Men and men's organizations
- Boys
- Special-needs people/persons with disability and organizations
- Agricultural and smaller community-based organizations
- The elderly
- Human resources managers
- Teachers and parents
- VAWG specialists appointed by the Ministry of Education to deliver the HFLE curriculum
- The entertainment industry
- Indigenous women and girls
- Migrants
- Faith groups

With the focus on transforming norms and investing in behaviour change, engagement with influential leaders and institutions that have reinforced traditional norms and the identification of champions for change will be key elements of Pillar 3. Leaders may be drawn from faith-based organizations, community-based organizations that represent senior/elderly persons (male and female), survivors of family/GBV, converted perpetrators, role-model figures, politicians and activists. Faith based leaders as change agents will be engaged in a variety of means, and in particular through the use of advocacy campaign, and other targeted materials that will highlight their role as agents of change within communities. Community members turn to traditional/faith-based leaders for support and guidance on family issues, and it is important to build the capacity of these influential institutions to transform inequitable norms that perpetuate family violence in communities.

Findings from the Guyana Women's Health and life Experience Survey (GWHLES) also demand a prevention-linked response to access to services, the focus there working with key first responders at the community level. Religious leaders, CSOs and community leaders (from whom victims seek very little – 6 percent, 2 percent and 0.6 percent respectively) will be empowered to play a pivotal role in preventing FV

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implementation, including staff capacity, resources, and logistics. For more information, please refer use the following link: https://beyondborders.net/wp-content/uploads/2019/02/A-Community-Based-Intervention-to-Prevent-Violence-Haiti-FINAL.pdf

[53] Multi-Stakeholder Meeting July 19, 2019

and particularly secondary prevention. Moreover, based on the analysis in the Situational Analysis, five target groups -- men and boys, persons affected by human trafficking, women engaged in sex work, the LGBTQI community and women Living with HIV/AIDS-- will also be prioritized (see more in Section 8, Intersectionality.)

Focus of support and signature interventions: The programme will support community mobilization programmes engaging the voices of victims and perpetrators linked to radical listening/healing sessions, and more consistent messaging in Pillar 3 help to situate Family Violence as social, economic, health and security barrier to sustainable development including the link to HIV. A modest engagement with the private sector builds on previous work of the MoHSSS and the Guyana Business Association on Health Awareness and attempts to close the loop between the home and the workplace and spill-over effects which endanger survivors as well as bystanders. **The emphasis given to behaviour change as a key strategic area of focus is reflected in the allocation of 30 percent of Pillar resources allocated to this area.**

Further to extensive consultations with national and regional stakeholders including government representatives, civil society and women's community organizations a targeted focus on the following strategic actions:
- Building on successful initiatives in Guyana, innovate preventive community-level actions that address root causes of family violence, tailored to target groups (girls and adolescent women, men and boys, out-of-school youth), involving school, community and family.
  - Strengthen school teaching curricula linked to Health and Family Life Education and Comprehensive Sexuality Education (Output 3.1)
  - Support community dialogues, information and advocacy campaigns to promote gender equitable norms, attitudes and behaviours (Output 3.2)
  - Promote both public and private sector initiatives to address work-related spill overs of family violence and create safe spaces at work (Output 3.3)

Signature interventions leading the focus on **prevention and the transforming of social norms target individuals, communities and society at large**, namely:
- **Strengthened programming targeting in and out of school-youth and children** focused on power dynamics and the gendered root causes of violence and create the foundations for a new set of social norms (transforming norms will go beyond the Spotlight initiative but this is a critical juncture to set the foundations for change leading up to 2030);
- **Community-driven prevention anchored in advocacy and behaviour change** (which expands activities usually concentrated in the main metropoles to other parts of the country, deepens already ongoing initiatives by targeting gender drivers and triggers and mobilizes across the country for change); and
- **Challenging institutional and societal norms by engaging the media, duty-bearers and the private sector** to ensure safe spaces at work, at school and in public (addressing the institutionalized nature of harmful social norms that go beyond individual or group-behaviour and that are rooted in systems of communication, labour and schooling.)

Programme Actions – Prevention

Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours for in and out of school setting

Activity 3.1.1: Building on successful initiatives,[54] innovate preventive community-level actions that address root causes of family violence, tailored to target groups (girls and adolescent women, men and boys, out-of-school youth), involving school, community and family

Activity 3.1.2: Establish girls' and boys' clubs that explore power and gender and create activities for their schools as well as support the development of school codes of conduct, teacher trainings

Activity 3.1.3: Develop and pilot the foundations programme integrating violence prevention messaging that target teens, mothers and fathers as well as other caregivers in addition to endowing children and young people with knowledge, skills, attitudes and strategies for addressing conflict and responding to stress and stressors that arise in relationships based on principles of respect and equality.

Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and promoting positive masculinities
Activity 3.2.1: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and promoting positive masculinities
Activity 3.2.2: Design and implement gender transformative programme at community levels targeting men and boys on violent masculinities and men's violence linked to alcohol abuse including through Batterer Prevention programs (e.g. Partnership for Peace).
Activity 3.2.3: Design and institutionalize advocacy campaigns targeting media, sports and other sectors in particular faith-based leaders on harmful social norms, gender stereotyping, violent masculinities and men's violence towards women and girls involving survivors as champions and reformed perpetrators
Output 3.3: Decision makers in relevant non-state institutions including faith-based organizations and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights

Activity 3.3.1: Promote private sector initiatives that prevent work-related spillovers of family violence and creating safe spaces at work using the Women's Empowerment Principles.

Pillar 3 counts on the active engagement and partnership between the UN system including UN Women, UNICEF, UNFPA and UNDP, leveraging programming strengths and technical expertise on critical aspects of behaviour change and behaviour change communication, along with the ILO and UNAIDS. Activities will be implemented through various modalities including direct transfers to government partners as well as to CSOs. The latter will be selected/identified via a competitive process and their geographic coverage, mandate and capacity will all be considered.

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[54] Some good practices to build on include integrating the wealth of knowledge gained through the implementation of SASA! and Power for Girls. Specific lessons include; utilizing a participatory approach and designing in collaboration with the community based on their identified needs. This approach demonstrates good governance and accountability. • Implementing an empowerment model for girls. The Power to Girls model is the first model focusing on the safety and freedom of girls to be implemented in Haiti. Integrated into the SASA! framework, the Power to Girls model uses a comprehensive, community-based approach that engages all stakeholders in the empowerment of girls. • When piloting innovation activities, adaptation to the country context is critical.

This multi-layered approach (education, community-based social mobilization and key stakeholder engagement) will be are carried out in an integrated and coordinated manner based on a shared understanding and approach in line with international standards and evidence on preventing VAWG, including family violence. Linkages with other Pillars 1, 2, 4, 5 and 6 will be maximized to ensure that Pillar 3 interventions are well-timed for maximum impact, build on policy reform and institutional strengthening activities and foster greater collaboration to ensure a people-centred approach to EVAWG. CSOs will be particularly critical to innovations in behaviour change and the further adaptation of existing programming to target root causes, drivers and triggers.

Collaboration with the formal private sector could be facilitated through the Private Sector Commission and Chambers of Commerce. ILO's ongoing cooperation with the Guyana's Decent Work Country Programme under the tripartite framework (Government/Employers/Unions) will be a strategic entry point for this area. At the same time, recognising that Guyana's economy is largely composed of the informal sector, entry points need to be explored to effectively reach out to this largely unregulated sector. While Spotlight does not include direct interventions to address sexual harassment in the public sector (except through accountability standards established for service delivery), it is important to establish linkages with ongoing or future initiatives in this area.

Secondary Prevention: Secondary prevention activities will include leveraging the Women's Empowerment Principles and Gender Seal (UN Women and UNDP global signature interventions) to support the private sector in reducing and eventually eliminating spill-overs of family violence from the home into the workplace and vice-versa. Establishing safe workspaces free of all forms of violence (through enhanced HR and security protocols) for preventing and responding to family violence experienced by workers is a principle of the Gender Equality and Social Inclusion policy (Indicator 3.3.2).

Lessons Learned: Despite significant investments, an active CSO network and sound policy, challenges remain in shifting social norms towards non-violence and in preventing FV. Solutions require behaviour change in both men and women as the GWHLES highlight clearly how women themselves identify with beliefs which perpetuate inequality and increase their risk of suffering violence. Tackling these at the root requires investments beyond outreach and sensitization and requires a multi-pronged approach that focuses on the individual, relationship/family/community and society as a whole. Lessons from Foundations on engaging with in-and out-of-school, for example, underscore the need to engage not just students but their families and to also emphasize strategies for dealing with stress and conflict including mediation and the employment of alternative outlets.

Proposed awareness raising activities targeting society also building on lessons from the work of the MOHSSS and other actors, complement each other, are closely linked to the more behaviourally focused interventions as mentioned above including CSE and HFLE and are intended to work in sync with batterer-intervention and prevention programming (e.g. Partnership for Peace). Given the partner, societal and victim characteristics emerging from the GWHLES, batterer-intervention programming targeting secondary prevention will be carefully designed and refined.

The targeted Behaviour Change Communications (BCC) efforts will be undertaken immediately following training under Pillar 3 and 4 to ensure that new skills and ideas can be immediately applied and utilized. Another lesson learnt from prior programming is that the gap between training and implementation can lead to significant capacity loss and leakage. For sound accountability, training for service providers also needs to be complemented with public awareness of the expected standards for service delivery, the rights of service users and information on accountability mechanisms and where available support may be for taking such action.

Strategies for Sustainability: The Spotlight Initiative in Guyana is timely, coming at a time of burgeoning economic prosperity in which a violence-free Guyana must also take centre stage. The

campaign of advocacy and messaging on the gender root causes leverages and responds to the Gender Equality and Social Inclusion policy anchoring it to public sector programming towards 2023 and beyond. Moreover, the approach to BCC linked to the support provided under Pillar 6 will create a critical mass of gender-sensitive actors in communities and in the public sphere who can critical support the increasing attention to gender-responsive programming which the Government of Guyana is seeking to roll-out.

Activities have been designed to link with and or to respond to priorities in the Beijing +25 Report, particularly those where some level of government investment already exists or is expected to be made and or where there is interest. The Gender-responsive budgeting training in Pillar 2 should also create opportunities for better financing and investment in prevention programming by both private and public sectors. Careful monitoring should also create additional lessons learnt and critical results that can also accelerate resource mobilization even as Spotlight is being implemented.

Beneficiaries: Given that most of the investment in this Pillar will happen at the community level, and communities have not yet been decided, beneficiary numbers still need to be defined. Indicative numbers, based on some of the calculations for Outcome 4 and also efforts to avoid double-counting of beneficiaries are as follows:

Table 6: Estimated No. of Beneficiaries of Prevention		
Indicative numbers	Direct	Indirect
Women	5,000	75,000
Girls	4,000	75,000
Men	2,000	50,000
Boys	2,000	50,000
TOTAL	13,000	250,000

Outcome 4 – Essential Services

Outcome 4 Statement: Women and girls who experience violence use available, accessible, acceptable, and quality essential services including for long term recovery from violence

The initiative identifies the minimum services to be provided by the health, social services, police and justice sectors (the "Essential Services") as well as the guidelines for the coordination of Essential Services and the governance of coordination processes and mechanisms (the "Coordination Guidelines"). Service delivery guidelines for the core elements of each essential service are identified to ensure the delivery of high-quality services. Taken together, these elements comprise the "Essential Services Package".

Theory of Change

1	2	3	4	5
If (1) service providers have the capacity to deliver essential services, including SRH services, and to prosecute perpetrators in line with international human rights standards and guidelines	If (2) these services are made available and accessible to women and girls	And If (3) women and girls are informed and empowered to exercise their rights to services (including SRHRs and access to justice)	Then (4) women and girls who experience violence, including family violence, will increase their use of services and recover from violence, while perpetrators will be prosecuted	Because (5) underlying barriers to women and girls' access to services have been addressed including gender and socio-cultural norms affecting women's sexuality and reproduction.

Through this initiative, women and girls who experience sexual violence and Gender Based Violence use available, accessible, acceptable, and quality essential services including for long term recovery from sexual violence and GBV; by way of the following:

- Service providers have the capacity to deliver essential services in line with international guidelines, including Sexual and Reproductive Health (SRH) services that provide counselling to survivors;
- Survivors are linked to supportive social services, through a strengthened social services infrastructure;
- Women and girls are informed and empowered to exercise their Sexual and Reproductive Health and Rights (SRHR), inclusive of their rights to pursue access to justice;
- Survivors are adequately linked to Police and justice, allowing for the prosecution of perpetrators
- Underlying barriers to women and girls' access to services are addressed; and
- Women and girls who experience violence, including family violence, increase their use of services and recover from violence, while perpetrators are prosecuted.

Scope and scale of support: The international obligation to exercise due diligence requires States, such as Guyana, to establish effective measures to prevent, investigate and prosecute cases of violence against women. This includes effective means to respond to each case of violence, as well as address the structural causes and consequences of the violence, by ensuring comprehensive legal and policy frameworks, gender sensitive justice systems and police, available health and social services, awareness raising activities and ensuring the quality of all measures.

The development of the GBV Essential Services Package for Guyana will allow for the provision of greater access to a coordinated set of essential and quality multi-sectoral services for all women and girls who have experienced gender-based violence. The initiative aims to identify the essential services to be provided by the health, social services, police and justice sectors (the "Essential Services") as well as guidelines for the coordination of Essential Services and the governance of coordination processes and mechanisms (the "Coordination Guidelines"). Service delivery guidelines for the core elements of each essential service will be identified to ensure the delivery of high-quality services. Taken together, these elements comprise the "Essential Services Package. The provision, coordination and governance of essential health, police, justice and social services can significantly mitigate the consequences that violence has on the well-being, health and safety of women and girls' lives, assist in the recovery and empowerment of women, and stop violence from reoccurring.

In light of the need for transformational change in the level of service provision to survivors of sexual violence and GBV, an **Essential Services Package consisting of a clear set of required services (in line with international standards) across relevant sectors must be adopted at the national level as well as at the administrative regional levels**.

It is critical to secure the commitment of all relevant sectors (health, policing and justice, social services sectors) as well as to strengthen the overall coordination and governance of coordination across the various sectors (inclusive of CSOs), to strengthen services for women and girls who have experienced sexual violence and Gender Based Violence.

The Essential Services Package is a set of guidelines and actions which outlines the components of coordinated multi-sectoral responses for women and girls subject to violence. The Package is a practical tool which lays out a clear roadmap to ensure provision of quality services across four key services sectors: health, social services, police, and justice. Improved access to quality, accessible and timely services not only assist in the recovery and empowerment of women, but can significantly mitigate the impact of violence, and stop violence from reoccurring. The provision of quality services creates a positive feedback loop, as more survivors step forward and access services the culture of silence is lessened, and impunity for abusers is reduced, further reducing the likelihood of violence. A contextualized Essential Services Package for the Guyanese context will set forth guidelines, actions and benchmarks to ensure service access is improved and governance of coordination processes and mechanisms are in place. Included will be provisions for mental health and psychosocial counselling services.

Ongoing support work by the Ministry of Human Services and Social Security, with support from its international partner (in creating a Gender-Based Violence Essential Services Package), can support the strengthening of reparation and protective measures for victims/survivors. The initiative, which commenced in 2018, aims to identify the essential services to be provided by the health, social services, police and justice sectors (the "Essential Services") as well as guidelines for the coordination of Essential Services and the governance of coordination processes and mechanisms.

Case management system: GBV case management is a structured method for providing help to a survivor. It involves one organization, usually a psychosocial support or social services actor, taking responsibility for making sure that survivors are informed of all the options available to them and that issues and problems facing a survivor and her/his family are identified and followed up in a coordinated way, and providing the survivor with emotional support throughout the process. As many actors currently provide case management in Guyana, there is a need to establish standards for good case management practice to ensure that survivors receive quality services. To ensure streamlined case management, standardized tools and forms should be utilized across agencies. **The development of a national information management system for GBV, supported by information sharing protocols signed by agencies sharing aggregated GBV incident data across agencies, will allow actors to safely collect, store, analyze and share data reported by GBV survivors.**

CSO role in services: Increasing the power and access of CSOs to decision-making and funding leads to improved sustainable service delivery for local communities. These benefits can be attributed to the fact that local CSOs have a greater understanding of the context, can access populations more easily, and can navigate complex political and social dynamics more readily. This holds particularly true in the provision of violence prevention and response services, as the inclusion of CSOs is crucial in order to effectively address issues of gender inequality and harmful social norms that contribute to the occurrence of violence. Currently within Guyana there is many CSOs providing services; yet the capacity of these organizations to provide services at scale or outside of Georgetown is limited as many organizations have limited staffing and funding**. To ensure scale up of CSO-led services capacity building is needed, along with financial support for internal structures specifically around the development of financial and human resource**

systems. This strengthening in turn will allow CSOs to meet stringent funding requirements set by international donors and allow them to access greater funding.

Systematize coordination with public services: Coordinated systems have a greater impact in responding to violence, as well as greater efficiencies, than agencies working in isolation. Utilizing the Essential Service Package guidelines set forth can improve coordination to reduce duplication and increase service coverage. The coordination would be at the level of the Regional Democratic Councils (RDCs); and at central level with the Ministries of Public Health and MoHSSS providing the oversight.

	Health	Justice and Policing	Social services
Essential services and actions	1. Identification of survivors of intimate partner violence 2. First line support 3. Care of injuries and urgent medical treatment 4. Sexual assault examination and care 5. Mental health assessment and care 6. Documentation (medico-legal)	1. Prevention 2. Initial contact 3. Assessment/investigation 4. Pre-trial processes 5. Trial processes 6. Perpetrator accountability and reparations 7. Post-trial processes 8. Safety and protection 9. Assistance and support 10. Communication and information 11. Justice sector coordination	1. Crisis information 2. Crisis counselling 3. Help lines 4. Safe accommodations 5. Material and financial aid 6. Creation, recovery, replacement of identity documents 7. Legal and rights information, advice and representation, including in plural legal systems 8. Psycho-social support and counselling 9. Women-centred support. Children's services for any child affected by violence 10. Children's services for any child affected by violence 11. Community information, education and community outreach 12. Assistance towards economic independence, recovery and autonomy

Target groups and geographical scope: The development of the GBV Essential Services Package will have a two-pronged approach. Firstly, the GBV Essential Services Package will be developed and rolled out at national level. Secondly, tailored systems will be developed for piloting, application and monitoring within targeted hotspots within the relevant administrative regional levels. Particular attention will be given to the hinterland, given the results of the GWHLES; to address the protection of women and girls as well as the provision of support services for survivors of sexual violence and GBV. Target groups identified[55] include:

- Youth
- Teen mothers
- Men
- Survivors and perpetrators
- Faith organizations
- Persons with varying physical abilities

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[55] Multi-Stakeholder, Meeting July 10, 2019

- Workplaces
- Indigenous Peoples
- LGBTQI community

Focus of support and signature interventions: The two signature activities that are innovative or truly transformative will make Spotlight go beyond "business as usual". They are: (1) the development of a GBV Essential Services Package for Guyana; and (2) the introduction of a GBV Case Management System. Specific equipment, guidelines, protocols SOPs will be developed, upgraded or implemented as per the Output Indicator guidance.

Innovative Actions
- Health Information System
- First responder training
- Review and harmonization of GBV service provision protocols, guidelines and tools in line with international standards
- Costing and launching a system capacity to collect, analyze and store physical and digital forensic evidence for prosecution of rape perpetrators
- Institutionalizing the capacity-building of service delivery
- Provision of additional support to scale up community-based shelter model
- Support the operation of new shelters in the Hinterland and rural areas
- Collaborate with CSOs to support advocacy on available services (through a website or an app) clinical management of rape training as well as training on referral pathways

Both interventions will be transformative given the absence of such infrastructure currently and given the enormous positive impact that such interventions can have on the level of care and support offered to women and girls. Such investments will allow, for instance, investments in the development and/or strengthening of accountability frameworks such as referral pathways, whilst building the capacity of CSOs and Government partners to address clinical management of rape as well as adolescent health standards.

A global standard exists for the GBV Essential Services Package. It is in the form of the United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence (the "Programme"), a partnership among UN Women, UNFPA, WHO, UNDP and UNODC that aims to provide greater access to a coordinated set of essential and quality multi-sectoral services for all women and girls who have experienced gender based violence. The Programme's main objective is to strengthen a multisectoral approach as well as public and policy response to violence against women and girls.

Modalities of support: The Programme requires that stakeholders identify "Essential Services" to be provided by the health, social services, police and justice sectors (the "Essential Services") as well as guidelines for the coordination of Essential Services and the governance of coordination processes and mechanisms (the "Coordination Guidelines"). These services can ensure that survivors of violence have access to a package of essential and quality services to ensure their recovery. This allows for access to survivor-centered, quality essential services including medical care, psychosocial support, access to justice, and measures for safety and security -- all critical not only to the health and safety of the survivor, but to preventing recurring cycles of violence.

Lessons learned: In Guyana, services that are available are often poorly organized or structured resulting in poorly coordinated, multi-sectoral and quality essential services for survivors of family violence. There is need to adapt global standards and guidance for essential services at the national level as well as at the level of the administrative regions. There is also need for this to be integrated in service delivery,

incorporating a statutory obligation on service-providing institutions to provide coordinated and integrated services as well as to provide clear mandates for these institutions.

There is need for the development and/or adaption of national guidance and tools on the provision of quality services, including coordination and accountability mechanisms, in accordance with global standards and guidance, for example the "UN Essential Services Package for Women and Girls Subject to Violence: Core Elements and Quality Guidelines." There is also need to ensure that the Essential Services Package is implemented taking into account the needs and rights of marginalized women and girls, adapting services as needed, particularly for women and girls with disabilities, indigenous women and girls, migrant women and girls, women and girls living with HIV, women and girls, including adolescent girls, living in poverty.

Additional lessons learned include:

- Service provision should be coordinated with clear SOPs outlining collaboration between service providers;
- There should be training for service providers on confidentiality and implicit gender-based biases; and
- There needs to be an accountability and feedback mechanism for clients to be able to rate the value of the services provided.

The outcomes of the past support provided to the Government actors in Guyana can influence the planning, design, implementation, and monitoring of the proposed development of the Essential Services Package, so as to enhance the level of success of the initiative in addressing the needs of individuals most underserved. This therefore provides an opportunity for the country programme to build upon lessons learnt from the past initiatives.

The establishment of Sexual Offences Court has allowed, for instance, for a specialized court to address the justice needs of victims/survivors of sexual violence. This can greatly enhance efforts to develop an Essential Services Package. Training for the police and justice sectors have allowed for officers of the police and justice sectors who are more sensitive to GBV related issues. Again, this can greatly enhance efforts to develop an Essential Services Package.

Support has previously been provided by the UN Agencies in Guyana, to relevant Government actors. This has seen the following: establishment of Sexual Offences Court; as well as development of information, education, and communication materials to support sensitization efforts; adoption of model guidelines for the Sexual Offences Court; training for the Police and Justice sectors; development of protocols for the Police and Justice sectors; development of National Plan of Action for the implementation of the Sexual Offences Act and the Domestic Violence Act; engagement of men and boys, religious leaders, sporting personalities, minibus drivers, barbers and hairdressers, as part of behavior change campaigns; as well as development of information, education, and communication materials to support sensitization efforts.

Strategies for sustainability: Sustainability will be addressed by ensuring that relevant government authorities and CSOs at the national level and at the administrative regional levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of sexual violence and GBV (and their families when relevant), especially those facing multiple and intersecting forms of discrimination. This will require adequate budgeting at the level of the national government and at the level of the administrative regions, as well as the adequate engagement of CSOs in programme implementation, monitoring and evaluation. Sustainability will also be addressed by ensuring that women and girls' survivors of sexual violence and GBV and their families are informed of and can access quality essential services,[56] including longer-term recovery services and opportunities.

An in-depth analysis of the barriers to access and deeper look at how to address them for all women and girls, as well as the most marginalized, may also be required. This is critical to increasing demand and access for those who are most marginalized. It can draw on some of the deeper issues that we know affect access to services such as how gender-power dynamics play out in the home, differences between girls and women, married and unmarried, differences between rural, hinterland and urban settings, as well as differences between different groups (such as ethnic groups). It is critical to listen to women and girls themselves.

In terms of work on creating demand which is a critical part of Outcome 4 under Output 4.2, there are prospects for victims/survivors to benefit from a coordinated response results in increased safety, by placing them at the centre of any intervention or institutional response. A coordinated response gives victims/survivors access to informed and skilled practitioners who share knowledge in a dedicated, supportive environment. A coordinated response is able to recognize victims/survivors' multiple needs, which can be met through co-locating services and referral networks. Information sharing among agencies can reduce the number of times victims and survivors are asked to tell their stories, thus reducing the risk of re-traumatization. Integrated care models mean that victim/survivors' psychosocial, sexual health and other health needs are more likely to be addressed holistically.

In addition, women's rights to financial and social autonomy, which can reduce their risk of experiencing future abuse and improve their capacity for escaping after it occurs, can be integrated into coordinated responses to violence against women and girls. A coordinated response benefits the institutions and agencies that respond to violence against women and makes them more effective. By complying with minimum standards partner agencies can deliver more consistent responses. Clarity about roles and responsibilities means that each sector can excel in its area of expertise, and each professional's work is complemented by that of other agencies and professionals. Coordination with other sectors enhances the ability of the criminal justice system to hold perpetrators accountable. Shared protocols ensure clear and transparent communication and accountability mechanisms among agencies. Coordination means that consistent messages and responses can be given to victims/survivors, perpetrators and communities. Shared data systems can support individual case management, such as ensuring an appropriate response to the results of on-going risk assessment and can serve as a source of information for monitoring and evaluating the programme.

For communities, coordination sends clear, consistent, unified messages that violence against women is being treated seriously, both by protecting and assisting victims/survivors and by deferring and punishing perpetrators. Coordination can result in greater community awareness of the availability of services to support victims/survivors and send a message that violence against women will not be tolerated. Coordination provides more opportunities to speak out – for women about their experiences of violence,

and for community members, including men and boys, about the impact of violence against women on them and their families. Participatory community strategies, where violence against women is framed as a human rights and equality issue, offer opportunities for collaboration with those working on other social justice issues. The foregoing - at the level of victims/survivors, at the level of institutions and agencies, and at the level of communities - supports efforts to create demand for the GBV Essential Services Package.

Programme Actions – Essential Services

Output 4.1: Relevant government authorities and women's rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination.

Activity 4.1.1: Undertake Quality Assessments for Essential Services to identify gaps and determine the need for new and improved services as well as adapt the essential services in line with international guidelines at national, sub-national and community.

Activity 4.1.2: Advocacy for enhanced essential services delivery to reflect the need for the use of technology such as websites and applications that can support easy reporting as well as early warning systems

Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities.

Activity 4.2.1: Introduction of a GBV Case Management System with specific equipment, guidelines and protocols/SOPs e.g. Health Information System, First Responder Training

Activity 4.2.2: Strengthen system to collect, analyze and store physical and digital forensic evidence for prosecution of rape perpetrators.

Beneficiaries: Beneficiaries will be women and girls, particularly marginalized women and girls such as women and girls with special needs, indigenous women and girls, migrant women and girls, women and girls living with HIV, women and girls living in poverty, women and girls living in urban and rural settings, and adolescent girls. Further considerations are:

- The combined male population for the target regions is 246,429
- Estimating one third of this figure to be boys and the remainder men
- The combined female population for the target regions is 255,626
- Estimating one third of this figure to be girls and the remainder women
- Applying the percentage of 4% (usually applied in humanitarian situations) to ascertain the number of estimated survivors; to arrive at direct beneficiaries
- The combined male population for the country is 372,547
- The combined female population for the country is 375,337
- Applying the combined country population as indirect beneficiaries

Table 7: Beneficiaries of Quality Services		
Indicative numbers	Direct	Indirect
Women	6,800	250,000
Girls	3,400	125,000
Men	256	248,000
Boys	128	124,000
TOTAL	10,584	747,000

Outcome 5 - Data

Outcome 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls, including family violence, collected, analysed and used in line with international standards to inform laws, policies and programmes in Guyana

The Spotlight Initiative will develop the capacity of the Ministry of Human Services and Social Security to support the collection of and manage a centralized database of VAWG reporting, and multi-sector capacity for analysis and use of disaggregated data to inform policy, process, and programming that is culturally and regionally relevant to the women and girls served in specific locales. To achieve this, the initiative identifies the minimum data to be collected by health, police, and civil service sectors as unique points of entry into violence reporting and service engagement and develops guidelines for the access and use of collected data by these and other approved organizations.

Outputs focus on key partners, including relevant statistical officers, service providers in government and women's rights advocates regularly collecting data related to VAWG; quality prevalence and/or incidence data on VAWG analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators, to inform evidence-based decision-making.

Theory of Change

If (1) Measurement and methodologies for VAWG, including family violence, data collection are improved and strengthened (including monitoring and reporting requirements for SDG target 5.2 indicators)	(2) the capacity of national institutions to collect disaggregated VAWG, including family violence, data in line with globally agreed standards is strengthened	and (3) disaggregated data (including to extent possible on age, ethnicity, location, socio-economic status, disability) are made accessible and disseminated to be used by decision makers and civil society	(4) then laws, policies and programmes will be based on evidence and better able to respond to the specific context and realities of women and girls, including those most marginalized (5) because they will be based on quality, disaggregated and globally comparable data.

Focus and scale of support

*Centralized data system***:** The development of a national information management system for VAWG, supported by information sharing protocols signed by agencies sharing aggregated VAWG incident data across agencies, will allow actors to safely collect, store, analyze and share data reported by VAWG survivors though multiple points of engagement. Collected data can be used to identify national and subnational trends and changes in VAWG, service uptake, and to inform service allocation and programming.

C*SO role in data collection and use*: Increasing the capacity for CSOs to contribute to and utilize violence reporting data leads to improved prevention programming and service access in local communities. CSOs are uniquely positioned to lead evidence-based advocacy campaigns to promote gender equality and decrease VAWG in culturally acceptable and meaningful ways in the geographic and social communities they serve and will further increase CSO capacity to demonstrate need for funding for these programs.

*Systematize coordination between services***:** Centralized data affords different sectors the ability to identify different patterns of entry for women seeking help in response to violence and develop coordination pathways among actors to provide wrap-around services for survivors.

Target groups and geographical scope: The development of the VAWG centralized data will be piloted in four (4) administrative areas to capture reporting data from communities experiencing different social challenges in coastal and interior locations. Professional groups included for capacity building and data collection include local police, health providers, CSOs, and the Ministry of Human Services and Social Security and Bureau of Statistics at the national level.

Women and girls reached will include VAWG survivors in hinterland, rural, suburban and urban locations; marginalized women and girls; indigenous women and girls; migrant women and girls; women and girls with living with disabilities; women and girls living with HIV; and women and girls living in poverty.

Institutions to be affected are: Bureau of Statistics, Police, Ministry of Health, Child Protection Agency, Courts/Judiciary, NGOs, CSOs, National Data Management Authority, Ministry of Education, University of

Guyana, Ministry of Local Government and Regional Development and Decentralised authorities, Ministry of Human Services and Social Security, Media, Private Sector.[57]

Signature interventions: The two transformative signature activities for data are: (1) building capacity of Ministry of Human Services and Social Security, Guyana Police Force, CSOs, and other VAWG actors to collect and utilize VAWG data and (2) development of a centralized database to capture, maintain, and control data collected by VAWG actors. Specific equipment, guidelines, protocols SOPs that will be developed/upgraded or implemented as per the Output indicator guidance are for example:

- VAWG reporting system technical specifications to ensure consistent, relevant, usable aggregated data; and
- VAWG actor training aligned with global ethical standards for collecting and utilizing data on VAWG.

Both interventions will be transformative given the absence of standardized VAWG data collection and national VAWG data analysis capacity. Such investments will allow monitoring of violence reporting trends at the regional and local level; development of evidence-based national and subnational policy and processes; development of targeted, accessible, and relevant prevention programs.

Modalities of support: Support and implementation will focus on building knowledge sharing frameworks in the form of:

- National centralized database housing data on family violence from multiple points of entry;
- Capacity building for analysis and use of collected data at the national and subnational levels; and
- Multisector coordination through regional forums of VAWG actors in communities.

Programme Actions: Data

Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes.

Activity 5.1.1: Strengthen capacity of CSOs and relevant government agencies to regularly collect data on gender-based and family violence and enhance consistency and synergies in data across different agencies.
Activity 5.1.2: Development of database to capture data with data sharing protocol.

Output 5.2: Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.

Activity 5.2.1: Baseline Assessment conducted in pre-funding phase related to analyzing available data.
Activity 5.2.2: Deepen the Qualitative Assessment of Women's Health and Life Experiences Survey.
Activity 5.2.3: Multi-Stakeholder Forum on data sharing for CSOs, Police, Ministry of Human Services and Social Security, Regional Democratic Councils and other key stakeholders.

Lessons learned: A key lesson learned under the CariSECURE Project and national consultations and assessments conducted by UNDP throughout the Eastern and Southern Caribbean has been that in order

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[57] Multi-Stakeholder Meeting, July 19, 2019

to have reliable data, national mechanisms must be established to integrate data into comprehensive information systems; and the capacity of government institutions and CSOs must be strengthened to collect, use and systematize disaggregated data built upon a clear methodology identified that is realistic, as well as a sound understanding of key stakeholders' capacities. Spotlight consultations have also pointed to these needs.

Strategies for sustainability: Sustainability in data management and knowledge development will be addressed by:

- Ensuring that relevant government authorities and CSOs at the national and administrative regional levels have better knowledge and capacity to support development of robust information systems for administrative data collection, use, and dissemination on VAWG, including family violence; developing standardized systems of shared data to automate retrieval of timely, high quality, comparable, and disaggregated administrative data for use in developing evidence-based quality improvement schemes, and prevention and intervention programming at national, sub-national, and community levels;
- Expanding the Bureau of Statistics capacity to conduct studies in alignment with global accepted best practice for studying VAWG to better understand the breadth of intersectional experiences of women and girls as they experience and respond to violence, to inform national and subnational decisions about services, legislation, institutional strengthening, prevention programming, and other areas influencing VAWG and response; and
- Creating a model for multisectoral stakeholder forums at sub-national and national levels to share experiences and knowledge and develop and strengthen resource networks among VAWG actors.

Beneficiaries: The beneficiaries from Outcome 5, as in Outcome 4, are women and girls, particularly marginalized women and girls including women and girls with special needs, indigenous women and girls, migrant women and girls, women and girls living with HIV, women and girls living in poverty, women and girls living in urban and rural settings, and adolescent girls.

- The combined male population for the target regions is 246,429
- Estimating one third of this figure to be boys and the remainder men
- The combined female population nationally is 375,337 (female in all regions are considered as target beneficiaries due to national reach of the database)
- Estimating one third of this figure to be girls and the remainder women
- Applying the percentage of 4 percent (usually applied in humanitarian situations) to ascertain the number of estimated survivors; to arrive at direct beneficiaries
- The combined male population for the country is 372,547
- Applying the combined country population as indirect beneficiaries

Table 8: Estimated No. of Beneficiaries of Data Management		
Indicative numbers	Direct	Indirect
Women	10,008*	250,000
Girls	5,004*	125,000
Men	256	248,000
Boys	128	124,000
TOTAL	10,584	747,000

Outcome 6 – Women's Movements and Civil Society

Outcome 6 Statement: Women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG

Outputs under this Pillar project that: women's rights groups and relevant CSOs, will have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG; women's rights groups and relevant CSOs will be better supported to use social accountability mechanisms for their advocacy and influence on prevention and response to VAWG; women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization will have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG.[58]

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[58] Caribbean Regional Results Framework.

Theory of Change

> If (1) the knowledge, expertise and capacities of women's rights organizations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is drawn upon and strengthened,

> and (2) the space for women's rights organizations, autonomous social movements and CSOs including those representing youth and groups facing multiple and intersecting forms of discrimination's expression and activity is free and conducive to their work,

> and (3) multi-stakeholder partnerships and networks are established at local, national, regional and global level with women's rights groups and autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination,

> THEN (4) women's rights organizations, autonomous social movements and CSOs will be able to influence, sustain, and advance progress on GEWE and ending VAWG, including family violence, policies and programmes that respond to the needs of all women and girls, including those facing multiple and intersecting forms of discrimination,

> because (5) the activism of women's rights organizations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is a crucial driver of progress on efforts to end VAWG, including family violence.

Focus and scale of support: An active, coordinated, effective and sustainable women's and social movement are necessities for ensuring progress on ending VAWG, including family violence. Strengthening the knowledge management, leadership, monitoring & evaluation and operational sustainability of women's organization and CSOs, including in hard to reach and marginalised areas of Guyana, are therefore of critical importance. Given the intersecting forms of discrimination, and the multi-dimensional nature of VAWG, actions under this pillar will ensuring substantive engagement with CSOs working with women in rural areas and the hinterland, LGBTQI, adolescents, young people, men and boys.

Target groups and geographical scope: A clear majority of CSOs are based in Georgetown and urban/suburban areas, with some outreach to rural areas and the hinterland. Findings from the Guyana Women's Health and Life Experiences Survey (GWHLES) which measures the prevalence of intimate partner violence (IPV), confirms that while suburban and urban women experience higher rates of lifetime IPV (i.e. lifetime experience of both physical and sexual violence combined), women in the hinterland and rural areas experience the highest rates of lifetime sexual violence. With regard to current experiences (i.e. in the last 12 months prior to the survey), women in both the rural and hinterland areas experienced the highest rates (both 12 percent) at statistically significant levels. While women report physical violence the most, the rates of both lifetime and current sexual violence in the hinterland and rural areas are notable.
The Spotlight Initiative will partner with CSOs that have a national outreach given that the results of the survey shows high rates (above the global average of 30 percent) of lifetime IPV (physical and sexual combined) in all areas without any statistically significant differences (40 percent suburban; 38 percent both in rural and hinterland; 35 percent urban). SI will also collaborate with the Women and Gender Equality

Commission, women's organizations across political parties and workers unions who have historically been instrumental in Guyana's women's rights movement.

The GWHLES also confirmed that adolescents and young between the ages of 15 – 24 and 25 – 34 are at particular risk and experience the highest current (not lifetime) IPV rates.

Outreach capacity to the hinterland and rural on sexual violence will require a specific focus. Therefore, partnerships with CSOs working in these areas will be critical. Given that adolescents and youth are particularly vulnerable, CSOs working with these population groups will also be participating on the SI.

In summary, CSOs with a national reach to the entire population, given the magnitude of the prevalence of IPV, and those working with adolescents and young people, and with hinterland and rural populations will be target partners in the SI. Inclusion of survivors of VAWG and Family Violence and converted perpetrators in CSO and other advocacy activities will be supported.

Signature Interventions
- **Development and implementation of Leadership, Monitoring & Evaluation and Sustainability capacity strengthening programme for women's organizations and CSOs**: The data from the GWHLES show a dire need for strengthened community and national acceptance for gender equality as a norm. Therefore, CSO capacities to be able to extend their influence and programmes will be required generally and specifically in relation of VAWG and Family Violence. Capacities will also be strengthened in financial and administrative management and accountability.
- **Development of national knowledge hub to provide a foundation for the development of critical gender and women's rights and intersectional research**: Support CSOs knowledge management capacities, i.e. analysing, using and disseminating existing research to inform their advocacy and service delivery will be a focus on the SI.
- **Development of national level social accountability strategy on legislation and financing for Family Violence aligned to national policy and programme priorities on VAWG**: Support CSOs to develop and deploy tools such as accountability scorecards for example, in order to better track and monitor policy, programme and financing commitments to eliminating VAWG will be prioritised in the SI.
  This intervention will be linked to efforts to: (a) strengthen the capacities of women advocates to draft legislation and/or policies on VAWG including family violence and/or gender equality and non-discrimination; (b) strengthen the capacities of women advocates to draft and cost action plans on VAWG including family violence and accompanying M&E frameworks; and (c) capacitate women advocates with greater knowledge and capacities on gender-responsive budgeting to end VAWG including family violence.
- **Provide social accountability grants for women's rights groups including meaningfully participation in national, regional and international accountability platforms/processes**. Social accountability grants focus on funding initiative of unmet needs. In this case, there are a plethora of unmet needs and a need to scale up successful initiative. However, given the results of the GWHLES, the grants will focus on prevention and response to VAWG (with a focus on sexual violence) in the hinterland and rural areas.
- **Modalities of support**: The Spotlight Initiative partnership will focus on organization capacity strengthening (knowledge management, leadership and M&E); support to CSO led initiatives aimed at tracking and monitoring commitments to the elimination of VAWG at two levels; national and community based, the latter with a focus on sexual violence in the hinterland and rural areas. Target groups include:
  -National CSOs promoting women's rights

-CSOs working in hinterland regions
-Women and Gender Equality Commission
-Media
-Women's organizations across political parties
-Workers unions that have historically been instrumental in Guyana's women's rights movement

Strategies for Sustainability: The Spotlight initiative will build on the longstanding leadership, innovation and expertise of the Guyanese CSOs to mobilize for stronger state and public accountability for the elimination VAWG. Spotlight places particular importance on the role of CSOs in eliminating gender-based violence and family violence as advocates, mobilizers, strategic partners and service providers. CSOs have been actively engaged in diverse activities across pillars over time with funding from international agencies, private sector and some government provisions. The sustainability and scale-up of Spotlight investments will require predictable and substantive financial resources for CSOs. For this reason, it is important to establish a framework and funding window for Government-CSO partnerships with agreed service lines, accountability standards and social contracting modalities.

Programme Actions: Outcome 6 – CSOs

Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels

Activity 6.1.1: Build CSOs capacity for advocacy and media engagement (e.g. leverage real experiences for targeted messaging on gender-based and family violence) (links to Pillar 3 and 5).
Activity 6.1.2: Strengthen technical and operational capacities of CSOs in collaborative mechanisms and partnerships to improve public accountability for laws, policies and services related to gender-based and family violence.
Activity 6.1.3: Support to the civil society national reference group

Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including DV/IPV, and GEWE more broadly

Activity 6.2.1: Provide social accountability grants for women's rights groups including meaningful participation in national accountability processes on gender-based and family violence (linked to Pillar 1).
Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV
Activity 6.3.1: Establish a CSO network for social justice activism to foster demand-driven quality service access and delivery.

Beneficiaries: At this stage of the project, it is more complex to calculate beneficiaries for this component given the intense focus of several activities at the community level. The communities have yet to be decided upon. An indicative calculation has been conducted to estimate direct and indirect beneficiaries accordingly based on the regions selected and some of the calculations also in Pillar 4 to identify potential indirect beneficiaries as victims and their families.

Table 9: Beneficiaries of Prevention		
Indicative numbers	Direct	Indirect
Women	3,000	50,000
Girls	400	50,000
Men	1,500	25,000
Boys	200	25,000
TOTAL	5,100	150,000

Synergies Between and Among Pillars

As the six Pillars or Outcomes cross one another thematically there will be inevitable synergies. In some cases, the institutional actors identified under one Pillar may be associated with other Pillars. In implementing the programme these cross-cutting programme elements will be identified to reduce the risk of duplication. One way of conceptualizing the interventions is differentiating prevention, and response.

Laws and policies are intended for societal guidance and accountability. Institutional strengthening is necessary to ensure that laws are properly articulated and enforced, and that service delivery institutions are held to standards and have the required capacity to deliver high quality services. It also applies to data management capacity, and to the strengthening of CSOs that are both collectors and users of data needed to inform interventions. Institutional behaviours are affected by the prevention strategies that aim to introduce non-violent social norms and sustain.

The inequalities that erode social relations and render women and girls at higher risk of GBV frame the approach to addressing VAWG. Power and influence can often drive the response to GBV, enabling a culture of impunity in which legislation is but one narrow pathway on the platform of actions required to reduce or eliminate VAWG. As the Guyana CEDAW report noted, "There is a wide perception that the legal system is a bottleneck, is ineffective in protecting the rights of the population in general, and specifically in protecting women's and girls' rights against discrimination and violence. Enforcement appears to be weak, particularly in relation to discrimination and gender-based violence offences. Low levels of knowledge and awareness of anti-discrimination laws especially in the rural and hinterland areas is also considered an impediment to having cases brought before the courts.[59]

As such, the assumption that laws and policies will influence social and institutional practices, while it may have merit in an ideal world, has proved to be profoundly challenging in the context of Guyana. In consultations with stakeholders, concerns recurred about the tendencies towards "lawlessness", fear of reprisals by perpetrators, inaction by law enforcers leading to apathy and disengagement on the part of affected persons. This draws attention to the problem of implementation and the need for mechanisms to ensure oversight of legislation/policy and their effectiveness.

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[59] Government of Guyana. (2018) Report on the Convention for the Elimination of All Forms of Discrimination Against Women.

Synergies between and among Pillars
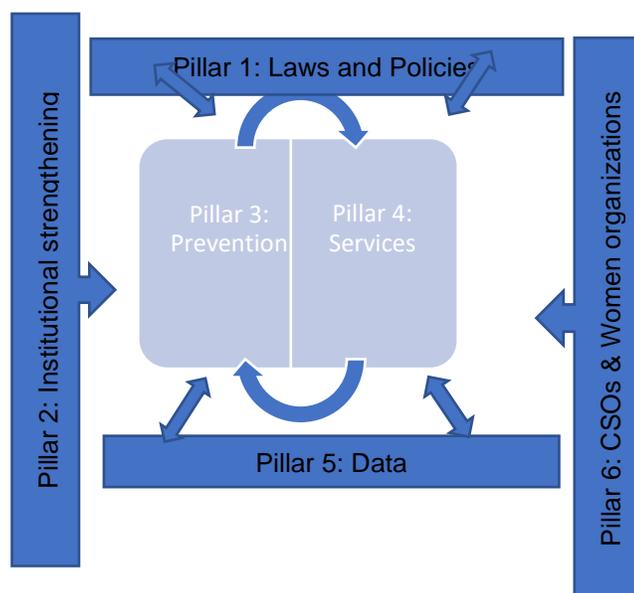
IV. Alignment with SDGs and National Development Frameworks

The United Nations Country Team (UNCT) provided expert guidance and technical knowledge to the development of the SDG-aligned national development strategy, given its long-standing history in the country and in multiple areas of socio-economic governance and other capacities. Synergies with other UN projects in Guyana will be identified and prioritised to provide the greatest possible impact.[60] In Guyana the UN works closely with the Government of Guyana and other implementing partners to fulfill its mandate as outlined by the United Nations Multi-country Sustainable Development Framework (UN MSDF), which started in 2017 and ends in 2021. The four pillars of the MSDF are[61]:

- An Inclusive, Prosperous, and Equitable Guyana
- A Safe, Cohesive, and Just Guyana
- A Healthy Guyana
- A Sustainable and Resilient Guyana

Eradicating violence against women and girls can only be realized with the parallel pursuit of gender equality. Gender equality not only addresses unequal power relations that lead to women and girls experiencing violence in the home and in workplaces, it also unleashes far reaching economic benefits that sustain social wellbeing and stability.

With respect to the achievement of SDGs, the Guyana SI Programme is aligned to Goal Number 5 of the SDGs, which seeks to "Achieve gender equality and empower all women and girls by moving to:

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[60] ECLAC. (n.d.) Regional Observatory on Planning for Development
in Latin America and the Caribbean. https://observatorioplanificacion.cepal.org/en/institutions/un-country-team-unct-guyana
[61] UN Guyana. (n.d) http://www.un.org.gy/who-we-are/un-country-team

- 5.1 End all forms of discrimination against all women and girls everywhere;
- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation;
- 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation;
- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate;
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life;
- 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
- 5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.[62]

It is also aligned to SDG 8, "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" and SDG 16, "Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels." Indeed, the vision of poverty eradication in Goal 1; the freedom from hunger in Goal 2; good health in Goal 3 and quality education in Goal 4 all resonate as critical complements to the search for violence free societies. Goal 8 speaks to decent work and economic growth, also identified as integral to eliminating VAWG.

V.   Governance Arrangements

National Coordination

To ensure sustainability and national ownership while focusing on capacity building, efforts will be made to strengthen existing government, UN and CSO coordination structures. The Spotlight Initiative in Guyana will be governed by a National Steering Committee (NSC), co-chaired by the UN Resident Coordinator and the Minister of Social Protection. The EU Delegation will serve as a distinguished member of the Steering Committee and will play a key role in the national leadership and coordination of the Spotlight Initiative. The NSC will consist of senior officers of all RUNOs and CSOs with a similar level of decision-making authority: the EU Head of Delegation, heads of recipient agencies (UN Women, UNDP, UNICEF, and UNFPA); Ministry of Human Services and Social Security, Ministry of Finance, Ministry of Education, Ministry of Health, the Judiciary, the Police, Prison Services, the Private Sector, Trade Unions, Constitutional Commissions, Opposition and CSO representatives nominated by the Civil Society National Reference Group (ensuring 20 percent of civil society representation in this Committee). Other stakeholders, including large donors in the field of EVAWG, community representatives, and organizations implementing similar programmes, may be invited to participate to ensure synergies among the programmes as needed.

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[62] United Nations Guyana. Sustainable Development Goals. http://www.un.org.gy/index.php/sustainable-development-goals-sdgs/sdg-1-5/sdg-5-achieve-gender-equality-and-empower-all-women-and-girls

The NSC will provide the highest level of national coordination at the political level. It will guide national-level strategic policy direction and mobilize resources for ending Violence Against Women and Girls. The committee will be aligned with the priorities and dynamics of the country content and will reflect the initiative's principles of inclusiveness, transparency, accountability, consensus-based decisions, and country participation and ownership.

The role of the NSC is to oversee the overall project implementation, provide strategic direction, review and decide on the recommendations made by the Gender Sector Working Group (GSWG) on changes related to the project implementation or document, and share information on policy and legal decisions affecting the Country Programme Implementation in Guyana. The NSC will meet bi-annually. The NSC will guide and oversee the implementation of the Spotlight Initiative specifically by:

- Ensuring strong communication on and coordination of the Spotlight Initiative at the country level and supporting participatory implementation of the country-level programme, in alignment with national priorities outlined in the Green State Development Strategy (GSDS), sector plans and policies, the UN Multi-country Sustainable Development Framework and the EU Guyana National Indicative Programme for Guyana.
- Approving annual work plans, reviewing output-level results, and adjusting implementation arrangements as needed.
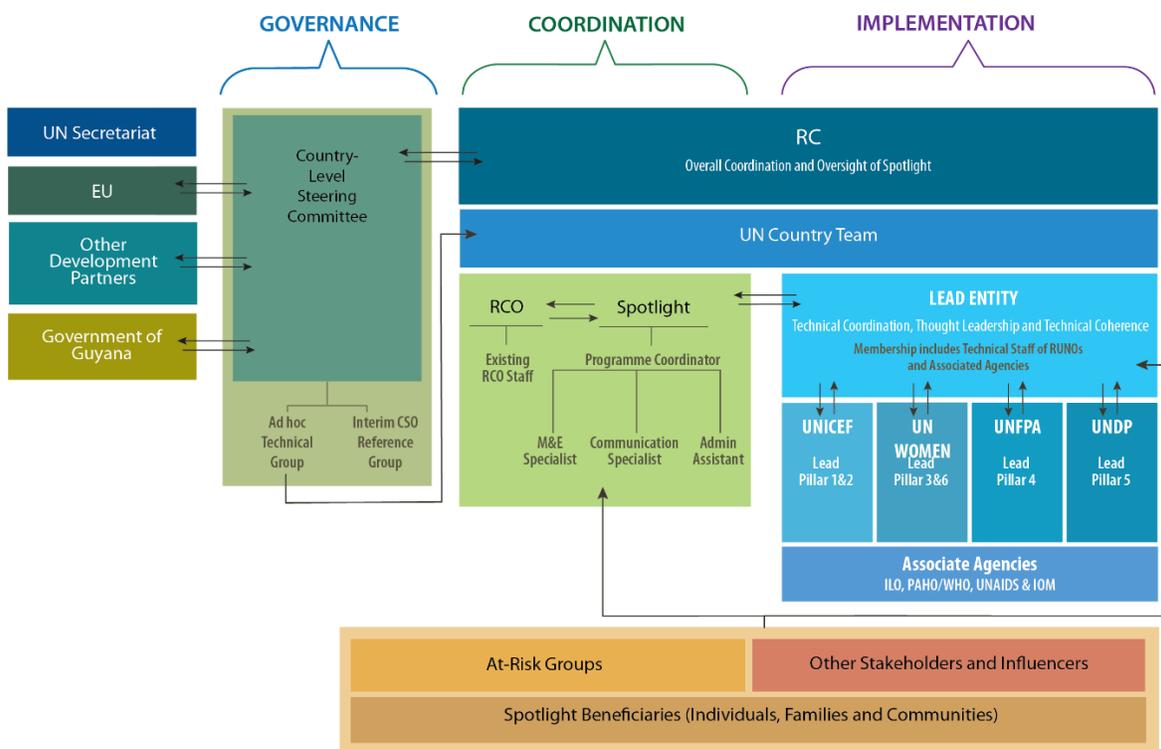
- Reviewing and approving periodic and annual joint programme narrative reports submitted by the Spotlight Coordinator and the technical working group on behalf of the recipient agencies.
- Approving programmatic and budgetary revisions (up to 25 percent of the total value of budget) within the limits of the approved programme document by the Operational Steering Committee.
- Reviewing risk management strategies and ensuring that the programme is proactively managing and mitigating risk.
- Managing stakeholder relationships and ensuring coordination and synergies between the Spotlight Initiative and other programmes on Violence Against Women and Girls in Guyana.

Inter-Government/UN/EU/CSO Gender Technical Working Group

The Inter-Government/CSO/EU/UN Gender Technical Working Group will consist of technical working groups working on the six pillars of spotlight programme implementation. Considering the cross-sectoral nature of the Spotlight Initiative, this Working Group will bring together technical members from key line ministries, civil society, the EUD and the UN. The group will serve as a dialogue structure for the Spotlight Initiative to discuss and address issues affecting the most marginalized groups facing intersecting and multiple discrimination, GBV, and more broadly issues of gender as a cross-cutting concern across various sectors. The group will meet on a quarterly basis and will report to the NSC on a bi-annual basis. It will be co-chaired by the PS of the Ministry of Human Services and Social Security and UNFPA in a technical coherence role on behalf of the UN system. The Technical Group is a new structure which will formalize the existing interactions across the ministries, CSOs, EU and UN to strengthen national-level coordination and oversight.

The Technical Group will have responsibility to recommend changes in the project implementation or project document based on progress reports and evaluation assessments. It will be the mandate of the GTWG to propose changes affecting the budget of the project document to the NSC and otherwise provide reports and advice as requested. The GWG will meet quarterly; additional meetings can be called when required.

Furthermore, in line with the requirements of the Spotlight Initiative and embedded in the SDGs, it is mandatory that 20 percent CSO representation should be secured in this group and throughout the coordination structure. The Spotlight Initiative, being a partnership initiative between the UN and the EU, is required to have adequate representation of the EU across all the governance structures. Therefore, the EU Delegation will constitute part of the GTWG, where technical aspects of the initiative are addressed and key recommendations for the NSC's endorsement will be developed. Through the Civil Society National Reference Group, CSOs will be brought in as members of the various coordination structures, but also as implementing partners. To avoid potential conflicts of interest, CSO representatives in the working groups and/or steering committees will be required to recuse themselves from meetings that relate to the CSO s/he represents.

Civil Society National Reference Group (CSNRG)

In alignment with the principle of national ownership embedded in the SDGs and the SDGs' guiding principle of 'leave no one behind – reach the furthest first', national and local CSOs, among others, will be prioritized in the membership of the Civil Society National Reference Group to ensure that most marginalized women and girls facing intersecting discrimination are reached with a comprehensive prevention response, including access to justice and SRHR services.

Addressing multiple and intersecting discriminations suffered by marginalized women and girls calls for an approach that is multi-pronged, involving stakeholders with various comparative advantages. The various dimensions of EVAWG and intersectionality call for responses that provide services relating to health, legal,

psychosocial, economic, and cultural aspects respectively. Thus, the need to bring on board a wide range of stakeholders to respond in a synergistic manner. CSOs in the context of Guyana include human rights organizations, children's rights groups, women's rights groups, faith-based organizations (FBOs) and networks, youth groups, neighborhood associations, CBOs, and SGBV survivor groups and networks.

The Interim CSNRG

During the current formulation phase there has been considerable engagement with CSOs, through broad consultations and one on one meetings as well as community visits. CSOs with membership covering the areas of health, legal services, education, women's economic empowerment, LGBTI issues and human rights have joined in discussions, and contributed to the critique of ProDoc Version 0. It was agreed to with CSOs to keep the process open during the formulation phase, with the provision for continued consultation with CSOs on the formation of the CSO reference group for the implementation phase. The CSOs currently engaged will continue to support the process of establishing the formal CSNRG.

CSOs led the consultation in Region 4 and in Mon Repos using a guiding questionnaire developed by the Spotlight team in Guyana; and advised on online consultation to select target regions. The planned baseline assessment includes a mapping of what CSOs do. As the formulation progresses, CSOs will be consulted on the configuration of the National Reference Group, financial sustainability, programme and management capacity-building needs, and overall design of CSO interventions in Spotlight.

The Role of the CSNRG

The CSNRG will serve as a policy advocacy network, a common advisory and advocacy platform for Country Programme Implementation. Civil society have been engaged in the design of the programme, however in the coming weeks, a transparent process will be launched to establish the interim civil society group to support in the finalization of the programme document. As part of mobilizing support for Spotlight, the main networks and organizations of women's movements and youth and men's leadership bodies in Guyana will be included in the conceptual leadership, development, and implementation.

The CSNRG will promote the ownership of the initiative by national partners and will work together with the NSC, the GSWG, and the Joint Programme Implementation Team to roll out the Spotlight Initiative. Some key roles that the CSNRG will perform, especially in relation to the governance structure, include the following:

- Facilitating coordination among the various CSOs and other key stakeholders' activities to come up with common strategies to work on EVAWG and specifically on intersecting discriminations that marginalized women and girls face in the country, with links to both regional and global levels.
- Mobilizing CSOs and initiating and organizing consultations with women's organizations and networks at the initial stages of developing Guyana-specific implementation plans as key rights holders, stakeholders, and experts in the field of EVAWG.
- Promoting coherence and consistency among national, regional, and global messages of the Spotlight Initiative in relation to its objectives, taking into account national initiatives from government and civil society.
- Influencing lines of action at the national level to accomplish the six Spotlight Initiative outcomes, outputs, and benchmarks as defined in the Guyana Spotlight Initiative Country Programme Document, bearing in mind existing initiatives and according to specific national needs, including as identified, through statistical data, national and regional multi-stakeholder consultations, and

available official information.
- Making use of CSNRG representation at the various levels of the Guyana Spotlight Initiative governance structure, ensuring that lead civil society partners, including women's groups, are brought in as partners and subcontracted as agents for the implementation of components of the initiative.
- Operating under the umbrella of the Guyana Spotlight Initiative, the CSNRG will promote a voice for the voiceless through advocacy, access to resources through partnerships, and results through strategic multi-sectoral cooperation.
- Close partnerships with women's movements. Building new constituencies for gender equality can only succeed by strengthening relations with women's movements and recognizing their pioneering and sustaining role in bringing public attention to gender-based discrimination. The Spotlight Initiative must deepen its collaboration with women's movements to ensure its wide ownership.
- Women-centered and rights-based approach for gender equality. GBV is rooted in unequal power relations and systemic discrimination and is wielded as an instrument of control over women's agency and sexuality. A rights-based approach must therefore strike at the root of VAWG by confronting the legitimization of violence through disempowering structures of power. Most importantly, women must be central to determining solutions and be empowered economically, politically, and in other ways to take full responsibility in the process of change. Women survivors must have a strong voice in the Spotlight Initiative, not merely to offer testimony, but also as success stories who have transcended victimhood.
- Engaging with faith-based organizations (FBOs)/religious groups. The initiative will engage religious and faith-based groups by building on their influence over attitudes and behaviors and their strong presence in humanitarian and relief work, as well as their structure, which reaches the grassroots level, including support to women and girls victimized by violence and HIV/AIDS. **The involvement of religious groups is, however, complicated by the perceived role of religion in reinforcing patriarchal values, which underpin historical discrimination against women and prevail in many cultures in the region.** Spotlight will work with FBOs not only to reach out to their constituencies, but also to advocate within the institutions to Ending Violence Against Women: From Words to Action, Secretary-General's In-depth Study on Violence Against Women, October 2006 encourage the progressive interpretation of religious texts in support of GEWE through intra- and inter-faith dialogue:
  - Supporting change towards gender equality in structures influenced by religious groups.
  - Reaching out and recruiting religious leaders in the campaign against VAWG.
  - Promoting gender awareness in education institutions run by FBOs.
  - Mobilizing resources of religious organizations for protective services and empowerment (crisis centres, counselling and rehabilitation centres, women's studies institutes).
  - Supporting gender studies in the formation of women religious leaders and priests.
  - Engaging only with groups who affirm the universal principles of human rights, commit to end VAWG, and recognize its roots in gender inequality in societies.

Community level Coordination: The political governance of the programme will be led by Community-level Committees which will consist of the Mayor and Town Councils, traditional leaders, Members of Parliament, FBOs and representatives of special interest groups. The Community Level Steering Committee Level Steering Committee will meet on a quarterly basis and will be responsible for providing policy and overall leadership and coordinating the identification, planning, and implementation of programme activities at community level.

The Gender Technical Working Group (GTWG), at regional and community levels will monitor progress towards district-specific achievement of the Spotlight Initiative Joint Programme objectives. The Working Group will also share information on policy and legal decisions affecting VAWG. The GTWG meets

quarterly. The Spotlight programme will have a community coordinator in community that will have the overall responsibility for the day-to-day activities of the Spotlight Initiative.

VI.   Accountability

The Spotlight Initiative is set up to enhance the UN´s cohesion, leadership, and accountability, leading to national coordination and transformational impact at the country level in support of the 2030 Agenda for Sustainable Development. To ensure coherence, the UN Resident Coordinator co-chairs the NSC on behalf of the recipient agencies. Decisions are taken by consensus, with the Resident Coordinator having the final decision if the group is unable to reach a majority vote. The Spotlight Initiative will ensure accountability through inter-locking mechanisms at national, district, and community levels, as indicated in the governance structure. The Resident Coordinator provides oversight of the implementation of the Spotlight Initiative Joint Programme in Guyana and ensures that technical expertise from the most relevant UN agencies is leveraged in an impartial and inclusive manner, with a focus on achieving results for women and girls. **The Spotlight Initiative is aligned with the UN MSDF 2017-2021 and will be included in the annual country implementation plans.**

The programme implementation will benefit from the substantive contribution of the recipient UN Organizations' technical advisers based in Guyana, who will play an important role in the establishment of linkage with similar UN and other projects in the Caribbean and other regions of the world. The Spotlight Initiative Joint Programme will provide narrative reports on results achieved, lessons learned, and the contributions made by the programme. It will present monitoring reports to the steering committee twice a year, which will include updated work and monitoring plans. It will also produce annual monitoring reports and a final evaluation report in line with UN Evaluation Group guidelines.
Joint Programme Secretariat (JPS)

As the SDG flagship programme, the Spotlight Initiative requires an efficient governance structure that ensures accountability to government, the targeted population, the UN, and, in this case, the EU. Furthermore, the governance structure needs to respond to the specific context, country programme strategy, capacities, and expertise in the country. In the context of the UN Development System reform agenda, the configuration of the programme management model rests under the leadership, guidance, and decision-making authority of the Resident Coordinator. Accordingly, the Resident Coordinator will discuss the potential strengths and weaknesses of various programme management structures particularly in terms of accountability. The JPS will draw capacity from the UN Agencies and will have the following broad roles and responsibilities:

- **Programme oversight and coordination:** bringing all of the pieces of the programme under the JPS will ensure, among other focus areas, consolidating reports according to timelines; promoting agencies' leadership to advance programme components; convening the NSC; and overseeing implementation schedules, delivery, and budgets, as articulated in the Country Programme Document.

- **Technical Coherence:** while each pillar lead will ensure technical coherence for pillars they are in charge of, the technical coherence within the JPS will ensure that the programme being rolled out is aligned with the Theory of Change, and that the Spotlight Initiative are of high-quality; aligning activities with the MSDF and the results matrix, adhering to best practices, and supporting innovation.

Spotlight Guyana Proposed Organogram
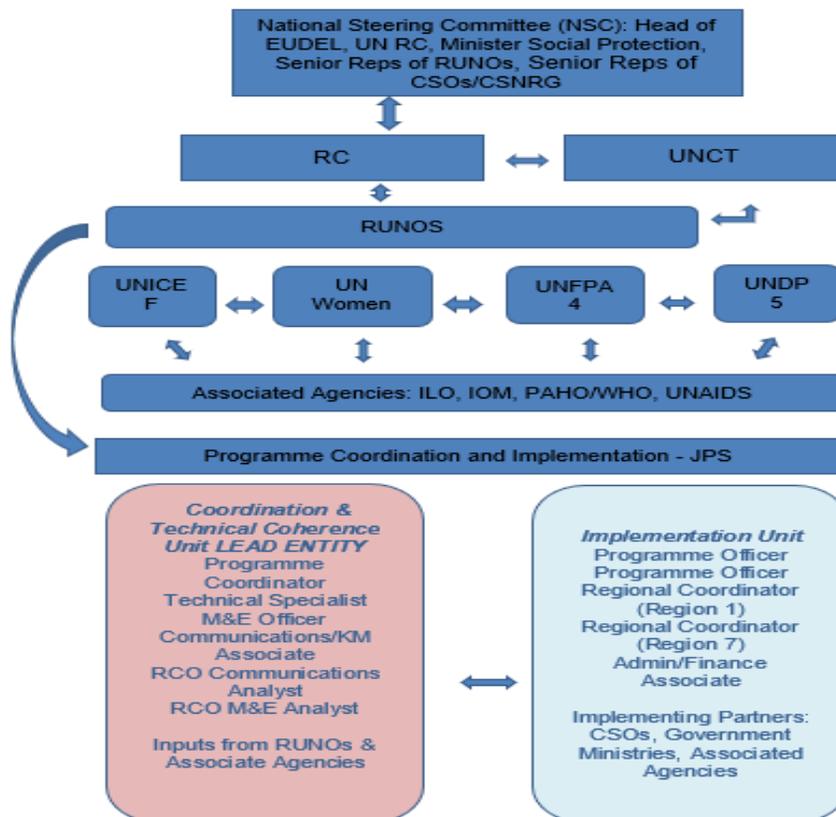
The JPS, in order to deliver on the above broad roles and responsibilities, will have the following key positions filled: Spotlight joint programme coordinator, regional coordinators for the two hinterland target regions, technical specialist, communications/knowledge management associate and administrative/ finance assistant. Consultants will be recruited for additional M&E and other capacity needs. A programme officer shared by RUNOs may be recruited to manage RUNO specific components. Consistent with the principle of ensuring empowerment of local staff, all coordination positions will be filled with local staff.

The Resident Coordinator's Office will provide part-time contribution of the M&E Analyst and Communications Analyst to the JPS. Other RCO staff will also respond to support needs of the JPS as feasible. The Resident Coordinator with support from the Head of the RCO (Strategic Planning Analyst) will provide oversight and supervision to the JPS in coordination with UNFPA as technical coherence agency.

UNFPA's lead role as the technical coherence agency will be assured through the recruitment of a technical specialist. UNFPA will be fully in charge of the recruitment which among others entails drafting ToRs in consultation with the relevant stakeholders (the four RUNOs, the RC, EUD and relevant Government Ministries).

The Policy Coherence Specialist will be full time staff for the Secretariat directly reporting to the Joint Programme Coordinator with matrix reporting lines to the UNFPA Liaison Officer. Costs associated with the

policy coherence such as salary and benefits will be based on 70 percent contribution drawn from the JP allocations (PMC) and 20 percent contribution from UNFPAs Spotlight PMC allocations for hiring personnel

VII.   RUNOs and implementing partners

Implementing agencies and partners

All four RUNOS identified through a call for Expressions of Interest have programmatic and financial accountability for the EU funding that is channeled to them to implement the six pillars as follows in a coordination way. Currently, Pillar Leads, technical leadership and operational coordination, are allocated as follows:

UNICEF: Pillars 1 and 2

UN Women: Pillars 3 and 6

UNFPA: Pillars 4

UNDP: Pillar 5
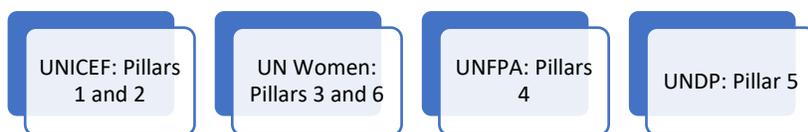
UNICEF: Through its successive joint country programmes (incl. current 2017-2021 cycle), UNICEF has jointly led work on family violence (inclusive of domestic violence, sexual violence and corporal punishment) across the spectrum -- prevention, treatment and response. It has also worked on legislative / policy reform, institutional / service delivery and standards. Additionally, to address behavioral change, the office has invested in research on social norms and a strategy to address harmful practices with Communication for Development (C4D).

UN Women: UN Women has maintained a focus on gender-based violence and violence against women and girls, especially related to family violence, while global interest in and financing for the topic ebbs and flows. UN Women MCO has consistently researched, developed policies and legislation based on research findings and played a critical role in the fundamental understanding of the root causes of GBV and family violence more broadly in Guyana and the Caribbean. As such, UN Women has a deep understanding of the country context, the partners, what has worked, what doesn't and why. UN Women has demonstrated this significant technical expertise in gender-based violence prevention and response as a core element of achieving gender equality, women's empowerment and sustainable development in Guyana.

UNFPA: UNFPA continues to provide high-level policy engagement, analysis, and advice on Sexual and Reproductive Health and Rights, including sexual and gender-based violence, as exemplified by our leadership of the process to develop and subsequently secure the Cabinet approval of the Guyana National Sexual and Reproductive Health Policy which has a component that addresses sexual and GBV as part of family violence. UNFPA supported the development of a number of frameworks, such as the CARICOM Integrated Framework for the reduction of adolescent pregnancy, the national reintegration policy for adolescent mothers in Guyana, the national situation analysis on adolescents in Guyana (in line with the global AA-HA strategy), as well as the national situation analysis on adolescent pregnancy in Guyana.

UNDP: UNDP offers Strategic Advisory, Gender Policy and Gender Based Violence, Planning, Monitoring and Evaluation, Poverty and Governance, Citizen Security, Project Implementation, Operational (Procurement, Recruitment, Financial and general operational management).

All four agencies will work closely on all pillars to ensure a strong delivery across the UN system for Spotlight. Financial allocations to activities under each pillar will be allocated to RUNOs with the appropriate technical and operational capacity and not necessarily in the totality to the respective pillar lead. ILO, IOM, PAHO/WHO and UNAIDS have been identified as **Associated Agencies** and may also receive funding for specific activities or component of activities through the RUNOs.

Programme implementation agencies will ensure that programme interventions are of high-quality, appropriately financed, and on track to meet targets. The programme delivery is supported by adequate programme management allocations of 18 percent for the country programme, which is allocated to each implementing agency in such a way that it is commensurate with the agencies' share of the country programme budget.

- Government partners have been engaged and supportive in the formulation process. Key ministries to be involved will include:
- Ministry of Human Services and Social Security
- Ministry of Local Government and Regional Development
- Ministry of Education
- Ministry of Finance
- Ministry of Amerindian Affairs
- Ministry of Legal Affairs
- Ministry of Health
- Ministry of Home Affairs
- Ministry of Culture, Youth and Sport
- Office of the President

Table 9: RUNOs and Associated Agencies

PILLARS	FOCUS	RUNO	AA
Outcome 1	Legislation & Polices	UNICEF/UN Women	ILO, IOM, UNAIDS
Outcome 2	Institutions	UNICEF/UNDP	PAHO
Outcome 3	Prevention	UN Women/UNFPA	IOM
Outcome 4	Services	UNFPA/UNICEF	UNAIDS, PAHO
Outcome 5	Data	UNDP/UNICEF/UN Women	IOM, UNAIDS, PAHO
Outcome 6	CSOs	UN Women	UNAIDS, IOM, PAHO

Under several pillars of the Spotlight country programme, grants will be provided to CSOs to implement services and activities. Spotlight encourages the involvement of CSOs that have promising initiatives but may not have benefited from past international or domestic support. CSO grants will undergo an open and competitive application and selection process. The procedures for the call for proposals will be harmonized across UN agencies to facilitate CSO understanding and participation. For grants that are geographically focused in the four target pilot regions (under Pillars 3 and 4), the selected CSOs will be expected to work with/through community organizations and to carry out trainings and supervision to ensure their capacities and accountabilities are at adequate levels. Spotlight will also provide capacity building and financial supervision to all CSO recipients of grants.

Utilizing the individual implementing agency PMC allocations, the projected capacity includes a programme officer and a programme assistant. Coordination arrangements with corresponding Terms of Reference for key Spotlight positions have been developed. The Terms of Reference are presented in Annex II.

VIII. Partnerships

The formulation of the programme document has fostered an active exchange of information and knowledge amongst UN Agencies, the public sector, CSOs, USAID, **the European Union as a key partner of this initiative**, IDB and the Government of Canada. Annex IV provides a record of all stakeholders and multi-stakeholders engaged in consultations. UNDP Guyana has been in close consultation with Country Office Regional Bureau for Latin America and the Caribbean (RBLAC) Gender Team for the development of the Country Programme Document. A specialist from the Gender Team has been assigned full-time to Guyana to support the preparation of the Spotlight document.

The aim is to engage different actors, which is key to guarantee their commitment during the formulation of the on-coming versions of the CPDs and through the implementation process. Spotlight implementation for Pillar 5 will be carried out in association with UNFPA, UN Women and the following actors from the public sector: Guyana Police Force; Guyana Prison Service; Bureau of Statistics; Ministry of Home Affairs; Director of Public Prosecutions; Ministry of Health; Ministry of Legal Affairs; Ministry of Human Services and Social Security (particularly the Child Care & Protection Agency and the Sexual Offences & Domestic Violence Policy Unit); and the Department of Youth Culture and Sports; as well as from NGOs, especially as regards data on shelter services for victims/survivors of family violence, including DV and IPV. Continuing consultations convened with a broad swathe of stakeholders include:

- CSO Consultation
- Women's political parties' consultation
- Government consultation
- Trade union consultation
- Judiciary consultation
- National Toshao's Council consultation (representatives of indigenous communities)
- Multi-stakeholder consultation

Annex 1 provides the names, organizations, and areas of focus of the hundreds who participated in consultations.

IX. Programme Results Matrix

The Programme Results Matrix is attached as Annex II.

X. Intersectional Approach

The 2030 Agenda for Sustainable Development asserts the principle of Leave No One Behind (LNOB), and "reaching the furthest first." [63] **The Spotlight Initiative, in embracing the LNOB principle, considers the** susceptibility of certain groups to experience discrimination on multiple fronts that render them at higher risk than the rest of the population. In Guyana, the preliminary analysis of the groups that are most marginalized yields the following disaggregation:

Adolescent girls faced with early pregnancies that terminate their schooling and accentuate livelihood

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[63] 2030 Agenda for Sustainable Development

challenges, women and girls living with HIV/AIDS, women and girls living in poverty-stricken communities, and women and girls lacking opportunities for employment. These will be the priority groupings for inclusive strategies to be launched under the Spotlight Initiative.

As interventions are designed under each Pillar, regional characteristics will inform the inclusion of the most vulnerable with specific partnerships cultivated to intervene at the governmental, CSO and private sector levels. In Guyana, intersectionality is expressed in the individual characteristics of certain at-risk populations and often shaped by the geographical space they occupy. At-risk populations have been identified that bear the burden of physical, mental and psychological stresses that are associated with: poverty, hazardous livelihoods including occupational domains that expose women and girls to multiple forms of gender-driven discrimination such as human trafficking and sex work; HIV/AIDS; and physical disabilities. There have been reports of young girls being used as sex slaves.[64] Hinterland and coastal regions are known to experience discrimination on a broader scale, imposed by geographical isolation, shortages of services, and exploitation of natural resources.

Of the populations most affected, the indigenous communities face arguably the most brutal situations in the country; and the most arduous challenges in experiencing multiple forms of deprivation, ranking three times as high in the incidence of poverty, and constrained by lack of access to education and other fundamental social services necessary for their health and livelihoods.[65] As the economy in hinterland areas is founded on mining and logging, where many indigenous people earn their incomes, there are elevated risks of susceptibility to crime including gender-based violence, health hazards and human trafficking. Physical ability has also restricted the social and economic opportunities of the communities. Reports indicate that the majority of the population in the hinterland regions (Regions 1, 7, 8 and 9) are the ones most afflicted with poverty.[66] HIV/AIDS is also reported to affect the communities with adverse consequences for social and economic opportunities and survival. Neglect of young children, incest and gender-based violence count among the obstacles experienced by women and children in the communities.[67]

While Guyana has historically attracted migrants from countries at its borders, there has been in recent times a surge of such activity, introducing populations notably from neighbouring Venezuela, Cuba, and Haiti. The onslaught of human trafficking has also claimed a significant number of victims, mainly women, of which about 25 percent originated in indigenous communities.[68] Child trafficking, and early pregnancies compound the setbacks that indigenous communities are confronting.

Gender-based violence is a major concern of the Lesbian, Gay, Bisexual, and Transgender (LGBT) community that is confronting discrimination and stigmatisation as their human rights continue to be violated.[69]

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[64] Guyana Times. August 2019.

[65] UNICEF. (2017) Study on Indigenous Women and Children in Guyana.

[66] MICS.

[67] UNICEF. (2017) Study on Indigenous Women and Children in Guyana.

[68] Ibid.

[69] Percival, Thandeka June 8, 2018. LGBT persons face discrimination, violence on almost daily basis https://www.stabroeknews.com/2018/news/guyana/06/08/lgbt-persons-face-discrimination-violence-on-almost-daily-basis/

Table 10: Intersectionality target groups, challenges and approaches

Relevant "at risk" groups	Outcome areas where specific approaches are required	Key challenges for inclusion	Indicative approaches and methodologies for inclusion	Total numbers[70]
Adolescent girls early child-bearing	2, 4, 5,6	Access to education	Life skills training; social protection	24% of all births[71]
Women and girls with disabilities	1, 2, 4, 5,6	Lack of representation of rights	Supportive legislation and policies; networks of support; mobility services	11,713 in 2017[72]
Persons living with HIV/AIDS	2,4,5,6	Identification of affected individuals	Representation of rights; supportive social services including health	161/100,000 persons in 2017[73]
Sex workers	1,2,4,6	Identification of workers	Supportive labour legislation	N.A
Women and girls ensnared in human trafficking	1,2,4,6	Identification of affected individuals	Representation of rights	224 of 243 cases were female[74]
LGBTQI community	1,2,4,5,6	Outdated laws; social stigma	Protective legislation; networks of support	N.A
Persons living in poverty	4,5,6	Access to resources; illiteracy	Social protection; literacy and numeracy skills; entrepreneurial opportunities	

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[70] Disaggregated by women, girls, men and boys when possible.

[71] ttps://sustainabledevelopment.un.org/content/documents/24297Guyana_VNR2019_Report.pdf

[72] https://dpi.gov.gy/more-than-11000-persons-living-with-disability-in-guyana/ Earlier study reported slightly higher percentage of males. https://statisticsguyana.gov.gy/download.php?file=10.

[73] Ibid.

[74] International Organization of Migration. (2018) Ministerial Task Force on Trafficking in Persons. 2018 Trafficking in Persons (TIP) in Guyana.

XI.   Risk Management

TABLE 2 - PROGRAMME RISK MANAGEMENT MATRIX

Risks	Risk Level: Very high High Medium Low	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare – 1	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Unit/Person
Contextual risks					
Political uncertainty in the face of elections – timing of elections may delay signing and start of programme, continuity of programme strategy	High	5	4	Continue dialogue with multiple stakeholders including women's organizations of all political parties throughout the program to improve their understanding and forge consensus. Ensure safety of program beneficiaries by working closely with civil society to mitigate possible disruption of service provision.	RCO RUNOs
Deeply entrenched harmful and inequitable social norms resist change and push back, including after Spotlight finishes, with the risk of inflicting harm on victims and vulnerable persons	High	5	5	Review existing models and implement evidence-based intervention campaigns, strategies and (at the individual, interpersonal, community, societal levels) and factoring short, medium, and long-term results that aim at changing harmful/discriminatory social norms	RUNOs Selected CSOs
Women and girls have limited access to sexual and reproductive health services	High	5	4	Strengthen and/or develop VAWG prevention and care services	UNFPA UN Women
High turnover within institutions and service providers	Medium	4	4	Develop training materials and capacity development initiatives that can be easily applied. Work with relevant actors to assess reasons for high turnover and address challenges	UNFPA
Programmatic risks					
General lack of access to modern technologies reduce the scope for information sharing, including data	High	4	4	Explore possible options with government authorities to ensure alternative data collection and dissemination in cases where the capacity and/or technology are not	UNDP

availability and use				available	
National partners have limited capacities to apply knowledge	Low	3	2	Develop required capacity development strategies through participation of civil society and all national partners.	UN Women
Services not available after initiatives end due to lack of resources	High	4	4	In collaboration with government, develop a feasible financing strategy to secure financial sustainability, and ensure ownership through civil society engagement.	RCO RUNOs
Delays in delivery due to high volume of cash transfers to implementing partners and CSOs	High	4	4	Elaborate operational plan and distribute workload and responsibilities across RUNOs to ensure timely input mobilisation and administrative follow-up.	RCO RUNOs
Delays in recruitments and contracting of CSOs, consultants	High	4	4	Initiate recruitment processes before Spotlight launch, create UN consultant roster	RCO
Introducing new innovations may require time to ground and to institutionalize and sustain beyond Spotlight	High	4	4	Build on existing good practices and institutions. Carefully design the intervention in consultation with stakeholders and test approaches before roll-out or scale-up.	RUNOs
Coordination among numerous stakeholder institutions may take time and attention away from needed focus on actual and potential victims	Medium	3	4	Create feedback loop with victim/survivors and advocates to advise and monitor implementation.	RUNOs
Sexual and other exploitation and abuse of victims by institutions participating in Spotlight Initiative	Medium	3	4	Enforce UN policies and procedures on Prevention of Sexual Exploitation and Abuse and Grievance Redressal mechanisms. Create protocols on code of conduct and grievance redressal mechanisms with participating institutions.	RUNOs
Casualties of GBV and family violence during Spotlight programme				To be discussed with stakeholders	
Perceptions that males are marginalized and disadvantaged	Medium	5	3	Engage in dialogue with organizations, including men's and boys' organizations, having an interest in building self-esteem of males and evidence-based approaches	RUNOs

				to development	
Institutional risks					
Changes in government/state personnel at central and regional level particularly after elections leading to lack of continuity and commitment in Spotlight implementation	High	4	4	Wide consultation and consensus-building with stakeholders at national, regional, local levels in state, government, civil society and communities. Engagement of women's organisations across political parties to obtain cross-party buy-in. Advocacy, communication, training strategy to seek buy-in of new personnel.	RCO RUNOs
Delays and gaps in decision-making and response/support across line agencies and between central and regional levels impeding timely and coordinated interventions in support of victims	Medium	3	3	Decentralise management, coordination and decision-making to community and regional levels to the extent possible. Identify key persons in stakeholder institutions and agree on communication lines to expedite decisions and actions.	RUNOs Government partners CSOs
Lack of sustained finance beyond Spotlight particularly for CSOs and RDCs	Medium	3	3	Ensure national budgetary allocations and establish government-CSO partnership framework and funding window (under Pillar 2). Involve key government stakeholders in Spotlight field visits and communications. Network with international partners, related projects, private sector and other actors that can potentially provide financing.	UNCT RUNOs
Disengagement of CSOs who do not receive Spotlight funds	Medium	3	3	Inclusion in knowledge dissemination and stakeholder dialogue activities.	RUNOs CSOs
Lack of mental health and social welfare professionals in country	Medium	3	3	Collaboration with University of Guyana psychology and social workers programme (students/interns), international programmes (Peace Corps, Cuban assistance), Caribbean regional network (pursue opportunities in Spotlight regional component), train aspiring survivors of violence	UNICEF UNFPA
Weak institutional and governance	High	4	3	Advocate with government stakeholders for the	UNDP

				importance and benefits of having strengthened data on VAWG. Develop capacities on data collection, analysis and use.	
structures inhibit data collection on VAWG/HP					
Lack of resources/funds allocated to the production of data on VAWG/HP	Medium	4	3	Collaborate with national partners to leverage additional resources and provide technical assistance and guidance on how national funds can be used to address VAWG data needs.	UNDP CSOs
Weak support to national statistical offices, lack of funding and technical skills resulting from frequent rotation of personnel or insufficient human resources reduce ability to produce and publish VAWG/HP data	High	4	4	Prioritize developing capacities of national statistical offices.	UNDP
Fiduciary risks					
Disbursement of resources to small stakeholders (CSOs) have the potential to provide incentives for diversionary activities.	Medium	4	4	Institute clear financial accountability procedures and safeguards.	RCO
Assumption: There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts.					

Spotlight Initiative
To eliminate violence
against women and girls

XII. Coherence with existing programmes

The Spotlight Programme will be aligned to several ongoing initiatives led by the RUNOs. The following table lists all UN existing programmes that shall be supporting directly or indirectly in Guyana.
The EUD through its thematic budget lines currently funds CSO projects that address child abuse (Childlink), suicide prevention (The Helpline by Youth Challenge Guyana, Merundoi and FACT) and indigenous peoples' rights (legislative review through Forest Peoples Programme and the APA as a sub-grantee). A current call for proposals is soliciting actions targeting child sexual abuse and/or indigenous peoples' social and economic rights are hinged on achieving or contributing to the achievement of SDGs, in particular SDG 5. These actions would fall under Pillars 3 and 4. Some actions already involve components such as training and sensitization of authorities including the Police on relevant thematic. It is expected that actions will be ongoing throughout the duration of the Spotlight programme.

Programme Synergies

Name of Programme/Joint Programmes	Country/ Countries of Implementation/Regional/Global	Duration of Programme	Key Programme Objectives/ Results	UN Agency/ Agencies responsible for implementation	Principle Donor including EU funded programmes	Total budget (USD)
United Kingdom (UK) Department for International Development (DFID) funded 5-year Global Joint Programme *Strengthening Methodologies and Measurement and Building National Capacities for Violence against Women Data*	Global	2018 - 2022	This Global Joint Programme aims to ensure that quality, comparable data on different forms of VAW are available and collected over time to address national data gaps and meet policy and reporting commitments under the SDGs, CEDAW and the Beijing Platform for Action	UN Women and WHO as participating UN organizations (and other UN agencies such as UNFPA, UNICEF, UNSD, UNDP and UNODC as technical partners)	United Kingdom	$2,285,900 (1,818,253 GBP)
Strengthening Evidenced Based Decision Making for Citizen Security in the Caribbean (CariSecure)	Regional - Antigua and Barbuda, Barbados, the Commonwealth of Dominica, Grenada, the Republic of Guyana, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, the Republic of Suriname	2016-2020	The CariSecure project aims at strengthening the capacity of national and regional institutions in 10 Eastern and Southern Caribbean states to collect, analyze and use standardized and disaggregated citizen security data to develop targeted, evidence-based policies and programmes. It is expected that by 2020, target countries will be developing targeted policies and programmes supported with national budgetary allocations, effectively targeting crime and violence risk and resilience factors, through evidence-based	UNDP in partnership with UN Women	USAID	$1,085,194 (Guyana)

Name of Programme/Joint Programmes	Country/ Countries of Implementation/Regional/Global	Duration of Programme	Key Programme Objectives/ Results	UN Agency/ Agencies responsible for implementation	Principle Donor including EU funded programmes	Total budget (USD)
			approaches. In Guyana, a toolkit, which includes indicators and protocols for the establishment of a consistent and standardized approach to data collection, measurement, disaggregation and analysis across crime and security agencies in Guyana was fully endorsed by the Cabinet and preparations have been completed for the piloting of the data collection forms at a selected number of police stations including Fort Wellington (Region 5), Alberttown and Brickdam (Region 4). In collaboration with UN Women, IDB, USAID, Bureau of Statistics and University of Guyana, a survey on Women's Health and Life Experiences in Guyana has been completed and the final report has been presented. This survey provides baseline data on the			

Name of Programme/Joint Programmes	Country/ Countries of Implementation/Regional/Global	Duration of Programme	Key Programme Objectives/ Results	UN Agency/ Agencies responsible for implementation	Principle Donor including EU funded programmes	Total budget (USD)
			prevalence of violence among women locally and makes available for the first time in Guyana, comprehensive data to inform targeted violence prevention and mitigation strategies for women. The developments under CariSECURE will be scaled up/adjusted where feasible to support the data systems, protocols, tools etc. anticipated under Spotlight			
SDG Localisation	Guyana	2018 - 2019	The Region 9 Regional Democratic Council is being supported to finalize its Plan of Action for Regional Development (PARD). Gender Equality, which was missing from the initial framework, has now been elaborated in the document, which is also being aligned to the SDGs, including Goal 5. Opportunities exist for the integration of EVAWG data collection in these Regional Plans.	UNDP	UNDP	$91, 000

Name of Programme/Joint Programmes	Country/ Countries of Implementation/Regional/Global	Duration of Programme	Key Programme Objectives/ Results	UN Agency/ Agencies responsible for implementation	Principle Donor including EU funded programmes	Total budget (USD)
ICT Access and E-Services for Hinterland Poor and Remote Communities	Guyana	2017-2022	Legislation/Policies/Service. Provision/Working with Local Groups - Hinterland, poor and remote communities that are largely underserved by private communication providers are poised to receive ICT infrastructure over the next few years. The infrastructure will provide a platform for increased communication linking remote and hinterland areas to Government services that are centrally located. Moreover, this infrastructure will also assist with access to and delivery of e-services. Such services can include information and data on EVAWG prevention and other areas covered under Spotlight	UNDP	Guyana REDD+ Investment Fund	$17,030,752
Amerindian Development Fund (Phase II)	Guyana	2014-2018	In collaboration with the Ministry of Ameridian Affairs, UNDP supported 174 communities with grant funding for community development projects. This	UNDP	Guyana REDD+ Investment Fund	6,259,414

Name of Programme/Joint Programmes	Country/ Countries of Implementation/Regional/Global	Duration of Programme	Key Programme Objectives/ Results	UN Agency/ Agencies responsible for implementation	Principle Donor including EU funded programmes	Total budget (USD)
			relationship will be built on for data access and dissemination at the local level for Spotlight.			

XIII. Monitoring and Evaluation

Monitoring the changes associated with the Spotlight Initiative is an essential component of the programme. An inclusive and integrated monitoring and evaluation system will be developed to enable delivery of programme results and guide the Monitoring & Evaluation activities in the country. This framework will be developed and agreed based on the Results Matrix and the Indicator Framework. Participatory monitoring and evaluation techniques will be integrated into the overall programme M&E system to ensure that all key stakeholders, including grass-roots communities, are engaged/involved. The Monitoring & Evaluation methodology will be in line with the principles of gender and "Leaving No One Behind" by generating, analysing and reporting evidence on who is being left behind for informed decision making. The monitoring and evaluation of the Initiative will also be guided by the principles of gender equality, human rights and promote inclusiveness, in addition to leaving no one behind.

A M&E Taskforce will be formed to ensure a participatory approach and will consist of M&E experts from key stakeholders. This taskforce will be led by the Resident Coordinator's Office, which will be accountable for ensuring that the agreed M&E framework is implemented in a timely and well-coordinated manner maintaining the agreed quality standards to meet the M&E needs of the program making and the achievement of program results.

The M&E plan will include a provision for organizing semi-annual and annual monitoring visits jointly carried out by the UN agencies, donors and the Government. These visits will be guided by monitoring tools and will result in recommendations that will be tracked for implementation.

A qualitative and quantitative analysis methods for the baseline assessment will be conducted at the start of the programme to bridge the data/information gaps and to establish the baselines for all the agreed indicators, wherever necessary. Expert document reviews/ analysis will be used to extract and compile baseline data from existing sources such as the Multiple Indicator Cluster Survey (MICS), and other available records from police, courts, schools, hospitals, etc. UN agency reports, government institutions, CSOs, women's rights groups, and targeted communities will be mainly responsible for the collection and analysis of routine programme-level monitoring data. All programme indicators will be aligned with regional and global standards. Additionally, standard pre-tested data collection tools will be used to ensure the collection of reliable and accurate data. There will be engagement and involvement of all stakeholders in monitoring activities to get more honest and inclusive feedback and taking full advantage of new technologies and approaches. EU, key Government Ministries, CSOs, women's rights groups, and targeted communities will participate in various monitoring activities including joint monitoring visits and reviews to provide oversight on effective implementation of the programme and delivery of anticipated results.

A mid-period formative evaluation and end-of-period summative evaluations, which are supported by the design of the programme, will be conducted. Apart from the results monitoring, the designated UN agency also will lead and coordinate the efforts around budget /expenditure monitoring through a taskforce of nodal persons constituted for this purpose.

The M&E system will collect and analyze data on the following key results (i) laws and policies adequately respond to rights of all women and girls and in line with international standards and treaty bodies recommendations (ii) institutions that have the capacity to advocate for, draft new and or/ strengthened existing legislation and or policies on VAWG (iii) coordination and oversight mechanisms at national and district levels are addressing VAWG (iv) behaviour change approaches for social norms regarding gender (v) cases of VAWG, including SGBV/HP, reported to the police (vi) capacities to regularly collect data related to VAWG increased and (vii) capacity of national women's and girls' networks and relevant CSOs to network and jointly advocate for ending VAWG enhanced.

The broad activities supported through this budget will include:

1. Conducting the baseline assessment to plug information gaps and generate baseline information

on all indicators;

2. Conducting a mid-term and an end-term Evaluation;
3. Developing and implementing the mechanisms for reporting on the indicators where data is not generated from the usual program systems to assess the progress and meet the reporting requirements;
4. Conducting joint monitoring field visits (all UN agencies, donors, Government, other stakeholders);
5. Organizing the semi-annual and annual review meetings of the M&E taskforce; and
6. Coordination, compilation and annual reporting on the progress with due quality assurance.

These activities will be included in the M&E framework that will be developed after the Country Programme Document is approved, and costing for each M&E task will be provided at that stage. UN INFO will be considered as a main instrument to ensure real-time monitoring, better accountability and transparency, which can be considered an innovative intervention.

XIV. Innovation

Programmatic Innovation

As the Spotlight Initiative progresses in Guyana, there will be opportunities to reflect on and adapt approaches that have been used within the country, regionally and internationally. Examples include the successful campaign to raise awareness of HIV/AIDS which activated public interest and community engagement; Essential Service and Case Management innovations proposed under Pillar 4, Services; building linkages with male youth and adult organizations; and engagement with Faith based Organization (FBOs). Initiatives to address cybercrime and online Sexual and Gender Based Violence will be built into prevention and service interventions. Communications strategies will promote public campaigns using popular figures, online discussion for a will bring a range of stakeholders in a unified front on VAWG.

Operational Innovation

Within the UN system, innovation may entail RUNOs and RCO working as a team with joint coordination functions shared and co-supervised by the RC. The EUD is a partner in implementation with modalities of cooperation to be determined. The programme will strive to find cost-effective and sustainable service delivery that combines the strengths of public, civil society and private sector institutions with the central role of communities and those directly affected by family violence and gender-based violence. Roles will be aligned with comparative advantages of RUNOs to optimize technical assistance and operational efficiencies.

Other innovations could include[75]:

• Analysis of best practices and persisting challenges to VAWG programming in the area, and remaining gaps.
• Encouraging teams to form around innovative approaches, ensuring intersectional principles are respected.
• Quick studies of successful interventions analyzed through brainstorming among teams.
• Planning interventions for change.

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[75] Spotlight Secretariat Guidance Note on Innovation

XV. Knowledge management

The UN will facilitate and ensure knowledge development and management throughout the whole process of implementation of the programme in the country. The initial phase will be focused on defining a comprehensive knowledge management strategy to facilitate the capture, storage, exchange and adaptation of evidence-based good practices and lessons learned.

Programme approaches for knowledge management will include: a) situational analysis to understand the problems to be addressed and possible solutions, based on national and regional experiences and on what has and has not worked; b) identify knowledge gaps, determine needs and possible activities to address them; c) ensure M&E and adequate documentation of all activities, especially those with promising results through knowledge capture (such as case studies, promising experiences and good practices); d) leverage knowledge from the academia, community and CSOs, government at all levels and women's groups to communicate and enrich the proposed interventions and the completed assessments; and e) encourage creation of networks and knowledge exchange amongst actors involved in the Initiative, including South-South Cooperation with the region on issues and practices with potential to be replicated.

Documenting good practices that have potential to be scaled up will create learning platforms supported by social and mainstream media, and other forms of public communication such as the information hubs provided by the Office of the Prime Minister (Department of Telecommunications) to provide relevant and important information to the population. Additionally, the trainings considered in Pillar 5 will be part of the knowledge management strategy, considering that the courses and training developed are sharable and replicable.

XVI. Communication and visibility

All communications and visibility activities at country level will be aligned with the Spotlight Initiative's global Communications and Visibility Guide. These activities will be implemented by the UN Resident Coordinator's Office and engaged Recipient UN organizations to ensure the credible and consistent flow of information about the programme's efforts to reduce family violence in the region.

All communications and visibility activities of the Spotlight Initiative will be designed to meet the following communications objectives:

1. Raise awareness of violence against women and girls and its prevalence in Guyana.
2. Illustrate and promote the impact and results of Spotlight Initiative supported interventions.
3. Provide communications for development support to strengthen Spotlight Initiative's programme design and implementation.
4. Provide visibility for the Initiative, its donors and partners.

Spotlight Initiative Brand Guidelines will be used to support all communications efforts and activities in Guyana.

See Annex 2 for more details on communications objectives, messages, audiences and channels.

XVII. Budgets – See excel document attached

Table A – 3-YEAR WORK PLAN

Table B – BUDGET BY UNDG CATEGORY

Table C – BUDGET BY OUTCOME

XVIII. ANNEXES

ANNEX I: Coordination Arrangements

1) Technical Quality and Coherence Provider

The Technical Quality and Coherence Provider will perform duties under RC/UNFPA supervision but serving all RUNOs and implementing partners and CSOs. Specific duties are to:

- Ensure overall technical coherence of Programme across pillars;
- Provide strategic thinking, technical advice and innovative approaches to facilitating programme interventions;
- Provide strategic support to achieve programme deliverables;
- Guide the process of delivery of technical assistance and engagement with partners;
- Identify/monitor risks that could interfere with programme delivery; design mitigation measures;
- Contribute to the production of consolidated AWP and annual reports; and
- Prepare analytical reviews and systematically capture lessons learnt from implementation.

2) Programme Coordinator (with GBV/Family violence background)

The Programme Coordinator will report to the RC and the Technical Quality Coherence Provider. Specific duties are to:

- Manage team (programme officers, support staff, consultants) and ensure timely implementation; maintain a results-orientation and accountability for programme outcomes in line with agency commitments; ensure programme meets expectations with respect to quality, budget, delivery timelines, and strategy
- Lead programme formulation, oversight, quality assurance, monitoring, reporting, field missions, audits, evaluations; lead the development of agency specific annual programme delivery targets; manage allocated Spotlight Initiative's budget and ensure timely and accurate reporting; update Agency's senior management, regional and HQ staff, and the RC Office on programme progress
- Regularly meet with Agency Programme Managers, the Programme Coordinator, and Technical Specialist to discuss progress and address bottlenecks in implementation
- Report to the RC on overall programme performance; serves as Focal Point to SI Secretariat

- Establish/maintain good working relations with relevant institutional and organizational partners
- Ensure the programme is implemented in compliance with the approved document and in collaboration with RUNOs, Implementing Partners and the National Steering Committee (NSC); provide support to the NSC; coordinate the convening of relevant committees (e.g. Civil Society Reference group);
- Provide strategic support to achieve programme outcomes, consolidate AWP, budgets and reports;
- Support RC to develop a joint resource mobilization and sustainability strategy;
- Oversee implementation, schedules, deliverables and budgets as articulated in the programme document and liaise with the Spotlight Secretariat when programme revisions are foreseen

3) M&E Officer (50% contribution from RCO complemented by consultants)

The M&E Officer will perform duties under the supervision of the Programme Coordinator. Specific duties are to:
- Develop a joint M&E strategy and performance reports for the country programme;
- Monitor and analyze the programme environment and progress through regular monitoring visits; mainstream key results achieved, and knowledge acquired through ongoing M&E during the life cycle of the programme;
- Provide support to all RUNOS to effectively monitor their programme results;
- Based on the M&E information, advise RC, Programme Coordinator, Technical Specialist, Steering Committee and all agencies on timely readjustments of strategies and corrective actions as necessary to ensure Programme delivery;
- Work with contracted evaluation agency to facilitate mid-term and final evaluations
- Document the work and experiences undertaken during the project;
- Establish data and information nodes accessible to project participants; and
- Advise on knowledge required for M&E and other project activities.

4) Communications and Knowledge Management Associate

The Communications and Knowledge Management Associate will work under the supervision of the Communications Analyst (30%-time contribution from RCO) and Programme Coordinator. The Officer will:

- Coordinate the implementation of visibility and outreach activities; plan and implement EU visibility activities; ensure wide dissemination and visibility of programme achievements;
- Manage/evaluate implementation of high impact communications' products (e.g. web and electronic)
- Engage with Recipient UN Agencies to facilitate C4D interventions;
- Organize knowledge exchanges within and among communities and with partners in the region; and
- Disseminate key knowledge products to stakeholders.

5) Administrative/Finance Assistant

The Administrative/Finance Assistant will work under the direction of the Programme Coordinator. Specific responsibilities will be to:

- Prepare requests for advance of funds and/or direct payments;
- Monitor budget expenditures and maintain a proper record of approved programme budgets and

their revisions; submit expenditure and programme budget status reports;
Procure equipment and its maintenance, supplies and services; ensure that contractual processes follow the UN rules and regs and EU standards.

6. Regional Coordinators (Regions 1 and 7)

Regional Coordinators will be based in Regions 1 and 7 and will work with the RDCs in the communities, under supervision of Programme coordinator. Their duties will be to:

- Ensure the coherence and coordination of Spotlight activities implemented in the region in coordination with responsible RUNOs and Associated Agencies;
- Maintain regular contact with the Regional Democratic Chairperson, Regional Executive Officer, relevant line services, Toshaos and village councils, CSOs under Spotlight, community groups, and relevant stakeholders and partners working in the region with the objective of ensuring smooth communications and coordination for the effective delivery of Spotlight activities;
- Facilitate or lead delivery of specific components (as agreed with Programme Coordinator and RUNOs) and provide TA to local partners supporting programme implementation
- Coordinate technical workshops and webinars (liaising with speakers; preparation of technical presentations, guiding materials, and reports); facilitate workshop sessions
- Develop community capacity and provide a forum for exchanging experiences;
- Consolidate lessons learned and key outcomes of workshops and webinars;
- Analyze emerging priorities and needs;
- Follow up on technical issues and challenges emerging;
- Provide recommendations to address challenges;
- Contribute to effective knowledge management;
- Collect and provide information and data to the Joint Programme Secretariat and RUNOs as relevant and required;
- Visit target communities based on a workplan agreed with the Programme Coordinator;
- Provide the JPS with activity and financial reports as required;
- Facilitate Spotlight-related visits of UN and EU personnel in the region; and
- Other tasks requested from the JPS.

7) **Programme Officer (shared by RUNOs)**

ANNEX II – Guyana Programme Results Framework

OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans.			
Output 1.1: Guyanese and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG including family violence and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.			
Indicator 1.1 Guyana has laws and policies on VAWG, including family violence, that adequately respond to the rights of all women and girls, are evidence-based and in line with international HR standards and treaty bodies' recommendations.			
Indicator	**Data source**	**Means of verification**	**Responsible Organization**
Indicator 1.1.1: Number of draft new and/or strengthened laws and/or policies on ending VAWG, including family violence, and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing multiple and intersecting and multiple forms of discrimination and are in line with international HR standards.	UNDP, Parliament, Government and CSO's (Annual Reports (including)Reports of project activities National CEDAW report produced by government	Laws, Decrees and Policy documents Activity reports Reports on the consultation process for relevant laws	UNICEF Selected CSO(s) UN Women
Indicator 1.1.2: Number of inquiries conducted by human rights institutions on VAWG, including family violence, and/or gender equality and non-discrimination.	CSOs incl. Guyana Human Rights Association UN Agencies	Assessment reports Activity reports	UNICEF Selected CSO(s) UN Women
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors.			
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions[76] are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors.			
Indicators	**Data source**	**Means of verification**	**Responsible Organization**
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG including family violence, including for	CSOs. RDCs. Government ministries incl. Ministry of Amerindian Affairs.	Reports on planned actions. Feedback from communities through evaluations and focus groups.	UNICEF Selected CSO(s)

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[76] E.g. justice, statistics, police, health, community based, etc.

those groups of women and girls facing multiple and intersecting forms of discrimination.			
Indicator 2.1.2 Number and quality of internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAWG, including family violence.	UN Agencies. Government. CSOs.	Project Activity Reports. Project Monitoring Reports. Consultant reports.	UNICEF Selected CSO(s)
Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups.			
Indicator 2.2.4: Number of annual meetings of national and/or sub-national multi-stakeholder coordination mechanisms.	Government ministries CSOs UN agencies	Records/minutes of meetings	UNICEF Government ministries Selected CSO(s)
Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including family violence.			
Indicator 2.3.3: Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG including family violence	Government officials	Capacity assessments	UNICEF UN Women

OUTCOME 3.3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels and prevent violence against women and girls, including family violence
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age.
Indicator 3.3 At least 3 evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized and are developed in a participatory manner.
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings.

Indicators	Data source	Means of verification	Responsible Organization
Indicator 3.1.2: Number of young women and girls, young men and boys who participate in and out of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights	Ministry of Education	Records of out of school programmes. Quarterly and Annual Reports.	UN Women
Indicator 3.1.3: Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination.	Ministry of Education	Reviews of national and sub-national programmes and curricula.	UNFPA

Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes,[77] including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities

Indicators	Data source	Means of verification	Responsible Organization
Indicator 3.2.2: Number of people reached by campaigns challenging harmful social norms and gender stereotyping	Mainstream and social media Public events addressing stereotyping	News reports Publications of participating organizations Participant observation at events.	UN Women
Indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated.	Selected CSOs	Campaign plans and reports. Media reports. Survey Results.	UN Women

Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-

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[77] Including informing parenting skills around gender socialization through early childhood development programmes

equitable norms, attitudes and behaviours and women and girls' rights.

Indicator 3.3.5: Number of key informal decision makers and decision makers in relevant non-state institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on VAWG including family violence and for gender-equitable norms, attitudes and behaviours and women and girls' rights.	GHRA. CSOs addressing gender inequality, Indigenous, LGBTQI. Private sector, community activists, FBOs. UN agencies.	Agency reports. Mid-Term Evaluation. Media reports. Corporate strategies and reports. Faith-based events.	UN Women.

OUTCOME 4: Women and girls who experience violence use available, accessible, acceptable, and quality essential services including for long term recovery from violence.

Indicator 4.1 Proportion of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector.

Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of violence(and their families when relevant), especially those facing multiple and intersecting forms of discrimination.

Indicators	Data source	Means of verification	Responsible Organization
Indicator 4.1.2: Number of women and girls with access to programmes developed to integrate VAWG, including family violence, response into SRH, education and migration services.	Service delivering organizations.	Programme Reports. Evaluations and assessments.	UNFPA IOM Selected CSO(s) Selected CSO(s)
Indicator 4.1.6: Number of government service providers who have increased knowledge and capacities to better integrate VAWG including family violence response into SRH health, education and migration services.	Service delivering organizations.	Programme reports.	UNFPA UN Women IOM

Spotlight
Initiative
To eliminate violence
against women and girls

Output 4.2: Women and girls' survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities.			
Indicator 4.2.2: Number of women and girls' survivors of violence and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.	Beneficiaries of essential services delivered.	Beneficiary assessments and feedback. Evaluations.	UNFPA Selected CSOs
Indicator 4.2.3: Number of design strategies for increasing the knowledge of and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination (and/or their families, when relevant.)	Beneficiaries of essential services delivered.	Beneficiary assessments and feedback. Evaluations.	UNFPA Selected CSOs

OUTCOME 5. Quality, disaggregated and globally comparable data on different forms of violence against women and girls, including family violence, collected, analysed and used in line with international standards to inform laws, policies and programmes.

Indicator 5.1 Existence in Guyana of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including family violence, collected over time.

Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including family violence, in line with international and regional standards to inform laws, policies and programmes.

Indicators	Data source	Means of verification	Responsible Organization
Indicator 5.1.3: Number of Guyanese Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG including family violence, and incidence where appropriate.	Data collection entities.	Evaluation reports.	UNDP UNAIDS Selected CSO(s)
Indicator 5.1.4: Number of government personnel, including service providers, from different sectors who have enhanced	Government staff	Evaluation reports/testimonials.	UNDP UNAIDS Selected CSO(s)

capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including family violence in line with international and regional standards.			
Indicator 5.1.5: Number of women´s rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including family violence.	CSOs with data collection responsibility	Participant interviews using standard questionnaire.	UNDP PAHO Selected CSO(s)
Output 5.2: Quality prevalence and/or incidence data on VAWG is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.			
Indicator 5.2.3: Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, including family violence.	Government partners CSOs	Records of data collected. Reviews of data collection systems.	UNDP UNAIDS Selected CSO(s)
Indicator 5.2.4: Number of women's rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, including family violence.	CSOs with data collection responsibility	Capacity assessments.	UNDP PAHO Selected CSO(s)

OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG.

Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including family violence, with relevant stakeholders at sub-national, national, regional and global levels.

Indicators	Data source	Means of verification	Responsible Organization
Indicator 6.1.1: Number of jointly agreed recommendations produced because of multi-stakeholder dialogues that include representatives of groups facing multiple and intersecting forms of discrimination.	UN Women. Guyana Human Rights Association (GHRA.)	Official reports of dialogues. Cabinet submissions.	UN Women

Indicator 6.1.2: Number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and CSOs, including representatives of groups facing multiple and intersecting forms of discrimination.	UN Women. Relevant government authorities. GHRA.	Official reports of dialogues/meetings. Press releases.	UN Women
Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including SGBV/HP, and GEWE more broadly.			
Indicator 6.2.1: Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy.	Women's rights groups and CSOs.	Review report of accountability mechanisms of the organizations. Progress Reports.	UN Women
Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including family violence.			
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, including family violence.	Women's rights groups and CSOs.	Capacity assessments of the organizations. CSO progress reports. Medium Term Review.	UN Women

ANNEX IV: Multi-stakeholder engagement in the Country Programme Development Process

Organizations/agencies	Name & title of representatives	Area of focus of work	Type of organization (civil society organization, government, EU delegation, academia, etc.)
UNRCO	Mikiko Tanaka (RCO), Yolanda Durant-McKlmon (Coordination Specialist), Colette Hytmiah-Singh (Communications Specialist), Prithi Singh (Data & Reporting Specialist), Neron Thomas (Research & Policy Intern)		UN Agency

EU	Karel Lizerot (Head of Cooperation) & Anna Correia De Sa (P.M), Javin Singh		European Union
UNICEF	Sylvie Fouet (Country Rep.) & Patricia Gittens (Child Protection Specialist), Shellon Eversley (Prog. Asst.), Rohana Carryl (PA), Shawnette Benjamin, Shellon McGowan (HR), Jewell Crosse (Youth & Adolescent Development Officer), Doeh Leande (Operations Asst.)		United Nations Country Team
UNFPA	Adler Bynoe (Liaison Officer) & Nicola Duncan (Programme Operations)		United Nations Country Team
UNWOMEN	Isiuwa Iyala (Programme Specialist), Sharan Carter-Burke (Comm Analyst)		United Nations Country Team
UNDP	Luca Renda (Interim Country Rep.), Andrea Heath-London (BD & RM specialist), Ish Singh (Mngt. Asst.), Vedyawattie Looknauth (Program Analyst), Sebastian Essayag (Regional Coord. Of Projects on VAWG); Oswald Alleyne (Deputy Team Head)		United Nations Country Team
UNE	Deirdre Shurland		United Nations Country Team
FAO	Dr. Gillian Smith (Country Rep.), Trudy Abraham (Comm consultant)		United Nations Country Team
PAHO/WHO	Dr. William Adu-Krow (Rep); Karen Roberts (Specialist NCDs) & Ulex Fung (Consultant)		United Nations Country Team
IOM	Robert Natiello		United Nations Country Team
UNAIDS	Samantha Hall (Programme Assc.)		United Nations Country Team
Alicia Mondesire	UNRCO/UNDP (Spotlight Consultant)		United Nations Country Team
UNHCR	Cecile Saenz-Guerrero		United Nations Country Team
Spotlight Secretariat	Sonya Thimmaiah		United Nations Secretariat
Amerindian Peoples' Association	Jean LaRose (Executive Director) & Laura George (Policy/Rights)	Amerindian Peoples' rights	CSO
Artistes in Direct Support	Desiree Edghill (President)	HIV/AIDS related issues	CSO
Blossom Inc.	Ayo Dalgety-Dean (Founder/Man. Director) & Leanna Thompson (Counselor)	Child Protection; Trauma support; Sexual Assault Survivors, Sexual Offences & judicial support	CSO
Caribbean Youth Environment Network	Suphane Dash Allyne (member)	Youth empowerment; environmental & socio-economic issues	CSO

Child Link	Omattie Madray (Programme Director) & Ashome Clarke (P.M)	Children's rights, Sexual Assault Survivors, Sexual Offences & judicial support.	CSO
Citizens Against Rape & Guyana Rastafari Council	Nicole Cole (Executive Director)	Rape-related issues	CSO
Davis Memorial Hospital	Beverly Chan (CEO)	Healthcare	CSO
EQUAL Guyana	Anil Persaud (Managing Director)	LGBT+ prerogative	CSO
FACT Guyana	Annette Jaundoo (Director)	Family preservation	CSO
Family and Life Commission	Sandra Hooper (Chairperson)	Improving family lives	CSO
Food for the Poor	Demitrios Howard (Project Officer)	Food security, housing, emergency relief	CSO
GEPAN	Shareefa Baskh (President) & Sunita Isurdeen (Volunteer)	Social & economic development	CSO
Girls Stand Up	Danielle Hicks (Director)	Empowering girls	CSO
Giving Hope Foundation	Cristal Speede (admin)	Mental health; cancer diagnosis, and suicide prevention	CSO
Guyana Association of Women Lawyers	Shellon Boyce (President)	Legal Issues	CSO
Guyana Hindu Dharmic Sabha	Dr. Vindya Persaud (President)		CSO
Guyana National Commission for UNESCO	Patrice LeFleur (Secretary General) & Tonya France (Technical Assistant)		UN
Guyana National Youth Council	Quacy Grant (President) & Jewel Marville (Programme Asst.)	Youth and national development	CSO
Guyana Organization for Indigenous Peoples	Mr. Klautky (Deputy Chief)	Indigenous rights	CSO
Guyana Rainbow Foundation	Colleen McEwan (Chair)	LGBTIQ rights	CSO
Guyana Red Cross	Dorothy Fraser (General Secretary) & Samesta Martin Forde (Field Officer)	Disaster preparedness & response	CSO
Guyana Responsible Parenthood Association	Ms. Renata Chuck-A-Sang (Executive Director)	Sexual & Reproductive Health Services; Reproductive Rights	CSO
Guyana Sex Workers Coalition	Tishauna Edwards (M&E Officer) & Susanna Taylor (Peer Educator)	Human rights - and access to care, support and treatment.	CSO
Guyana Trans United	Devanand Milton (President)	LGBT	CSO
Guyana Women Miners Organization	Urica Primus (President) & Shefield Douglas (Dep. Coord)	Human trafficking; Women Rights; Gender-based violence; Child Protection,	CSO

		Healthcare.	
Help & Shelter	Danuta Radrik (Coordinator) & Kevin Massiah (Public Ed Officer)	Women's rights; Children's Rights; and Domestic Violence, Services & Advocacy	CSO
Hope Foundation	Ivor Melville (Executive Director)		CSO
Legal Aid Clinic, Guyana	Simone Morris-Ramlall (Managing Attorney)	Provide legal services for under-represented communities	CSO
Merundoi Inc.	Margaret Lawrence (Executive Director)	Behavior change/education	CSO
Migrant Support Network of Guyana	Derwayne Wills (Managing Director)	Mainstreaming migrant and refugee protection	CSO
National Toshaos Council	Nicholas Frederick (Chair), Jude De Silva (Executive Director) & Grace Dash	Indigenous rights	Association of Indigenous Leaders / CSO
Reman Guyana	Alvin Dorris (Founder/President)		CSO
Red Thread Guyana	Sharlina Nageer (Member)	Women's Rights; Domestic Violence, Some Sexual Assault, Advocacy & Services	CSO
Rights of the Child Commission	Amar Panday (CEO) & Ruth Wilson (Youth Ambassador)	Child protection	CSO
Roman Catholic Church	Rev. Francis Alleyne (Bishop) & Kean Chase (Consultant)		CSO
SSYDR Inc.	Magda Wills (Executive Director)/ Dale Erkine (Dir. Of Communal Justice)	Mobilizing and promoting youth development.	CSO
SASOD	Sarah Bovell (Human Rights Officer)	Combating homophobia; Human Rights; LGBT rights; Human Services programme	CSO
Sonia Noel Foundation for Creative Arts	Jo-Ann Forde & Leisa Gibson (Rep.)	Education	CSO
St. Francis Community Developers	Sonja Sampson (Trainer) & Visvanand Ramdial (Secretary)	Families & children at risk	CSO
The Caribbean Voice	Bibi Ahamad (Managing Director)	Abuse, suicide, alcoholism, etc.	CSO
United Bricklayers	Juanita Borrowes (Founder & Project Officer)	HIV/AIDS Prevention education, Counseling, and testing.	CSO
Volunteer Youth Corps	Goldie Scott (CEO) & Lesa Khan (Coach)	Child & family welfare; healthcare	CSO
Women & Gender Equality Commission	Ms. Indra Chanderpaul (Commissioner)	Policy, carry out reviews and analysis	CSO

		and make recommendations to Parliament.	
Women Across Differences	Clonel Samuels-Boston (Coordinator) & Denise Griffith (Admin.)	Empowering of teen mothers	CSO
Youth Challenge Guyana	Dmitri Nickelson (Executive Director)	Skill building in leadership and conflict resolution	CSO
Guyana Bar Association	Jamela A. Ali (Executive Member)		CSO
Alpha & Omega	Marlon Agippa (Adviser)		CSO
A New and United Guyana	Bhavita Sukh (Admin. Sec.) & Nadia Sagan (Executive Member)	Politics and advocacy	Women's groups/Political Party
Alliance for Change	Tamara Khan (Legal Advisor/President) & Donna Mathoo (M.P & member), & Ingrid Goodman (Executive member)	Politics and advocacy	Women's groups/Political Party
Liberal and Justice Party	Sharda Bramdeo (Chairperson), Yvonne Cole (Campaign Mang.), & Margaret Gomes (Dep. Of Women's league)	Politics and advocacy	Women's groups/Political Party
Peoples Progressive Party Women	Indranie Chanderpaul (Chairperson), Leotha Greene-Watson (member) & Sheila Veerasammy (General Secretary)	Politics and advocacy	Women's groups/Political Party
PNC's Congress of Women	Volda Lawrence, MP (Chairperson) & Ramrattie Jagdeo (2ND Vice Chair) & Genevieve Allen	Politics and advocacy	Women's groups/Political Party
Working Peoples Alliance	Stefinie Johnson (Chairperson) & Dondicka Austin (DPS)	Politics and advocacy	Women's groups/Political Party
Guyana Press Association	Nazuma Raghubir (President)	Information/education	Media
Department of Public Information	Ernestine Leonard (Deputy Director)	Information/education	Media
Guyana Trades Union Congress	Kim Halley (Treasurer)	Labor rights	Trade Unions
Guyana Agricultural and General Workers Union	Sattie Kadam (Supervisor)	Labor rights	Trade Unions
Guyana Public Service Union	Dawn Gardener	Labor rights	Trade Unions
Clerical and Commercial Workers' Union	Sherwood Clarke (General President)	Labor rights	Trade Unions
Guyana Teacher's Union	Alieshaw Barker (IRO)	Labor rights	Trade Unions
Ministry of Finance	Donna Levi (Director of Multilateral Affairs),Rene Chan (Snr. EFA), & Sonya Roopnauth (DOB)		Sub-Government bodies
Ministry of Education	Melissa Delph-English (P.A to MoS)		Sub-Government bodies
Office of the President	Alicia Pompey-Rosine(Field Officer) & Roxanne Barratt (PAS)		Sub-Government bodies
Ministry of Education	Vickram Mohabir (Counseling Officer)		Sub-Government bodies

Ministry of Home Affairs	Morielle Bristol (Officer in Charge of Prisoner welfare)		Sub-Government bodies
Ministry of Business	Nathalie Simon (Principal Asst. Secretary) & Kim Stephen (DPS)		Sub-Government bodies
Ministry of Health & Alpha and Omega	Karen Gordon-Boyle (DCMO)		Sub-Government bodies & NGO
Ministry of Legal Affairs	Simone Allen (PAS)		Sub-Government bodies
Ministry of Human Services and Social Security	Akilah Dorris (Manager - Sexual Offences & Domestic Violence Policy Unit)		Sub-Government bodies
Office of the Prime Minister (Department of Telecommunications)	Yolanda Lamoff (Legal Officer)		Sub-Government bodies
Ministry of Finance	Audrey Nedd-Johnson (EFA II)		Sub-Government bodies
Ministry of Human Services and Social Security	Hymwattie Lagan (Snr. Gender Affairs Officer)		Sub-Government bodies
Ministry of Education	Joanne Walcott (Guidance & Counseling Officer)		Sub-Government bodies
Ministry of Home Affairs	Gladwin Samuels (DOP -Ag)		Sub-Government bodies
Ministry of Education	Glenna Vyphius (Chief Schools' Welfare Officer)		Sub-Government bodies
National Centre for Education Resource Development	Jennifer Cumerbatch (Director)		Sub-Government bodies
Guyana Police Force	Leslie James (Commissioner of Police) & Leslyn Halley-Smith (Juvenile Officer)		Sub-Government bodies
Office of the President	Dawn Hastings-Williams (MP)		Sub-Government bodies
Ministry of Home Affairs	Daneilla McCalmon (Permanent Secretary)		Sub-Government bodies
Ministry of Public Works	Nalini Mangalua (Personnel Officer)		Sub-Government bodies
Judiciary	Hon. Justice Jo-Ann Barlow		Sub-Government bodies
Judiciary	Chief Justice Roxanne George		Sub-Government bodies
Judiciary	Shalima Ali-Hack (Director of Public Prosecutions), Teshana Lake (Assistant DPP) & Liz Nahama (Communications Officer)		Sub-Government bodies
Ministry of Amerindian Affairs	Pauline Howard (Snr. Social Worker)		Sub-Government bodies
Ministry of Health	Joy Gravesande (Health Ed. Officer)		Sub-Government bodies
Office of the Prime Minister (Department of Telecommunications)	Shelone Skeete (Snr. Regional Development Officer)		Sub-Government bodies
Ministry of Local Government and Regional Development	Suzanna Bullen (Legal Officer)		Sub-Government bodies
Ministry of Education - HFLE	Colleen King-Cameron (Coordinator)		Sub-Government bodies
Peace Corps.	Kury Cobham (Country Director)		Development Partners

USAIDS	Chloe Noble (General Development Spec.) & Courtney Brown (Country Manager)		Development Partners
IDB	Jason Wilks (Public Sector Specialist)		Development Partners
PANCAP/Caricom	Dr. Shanti Singh-Anthony (Knowledge Cord.)		Development Partners
Canadian High Commission	Gina Arjoon & D. Deonarine (Development Officer)		Development Partners
Embassy of Chile	Carolina Favre (Deputy Chief of Mission)		Development Partners
British High Commission	Ray Davidson (Deputy Chief of Mission)		Development Partners
Safe Guyana Inc.	Leon Roberts (Director)		CSO
ADCO Engineering and Consulting Inc.	Garfield Sargeant (Director) & Marlon Sargeant (Strategic Specialist)		CSO
Common Ground Guyana Foundation	Fatie Gbedema (Executive Director)		CSO
Ministry of Home Affairs	Courtney Samuels (Head, Policy Research)		Sub-Government bodies
Demerara Distillers Ltd.	Abiola McLennon (IR Officer)		Private sector
Diocese of Guyana	Charles Davidson (Bishop)		
I can Foundation	Shabakie Fernandes (Executive Director) & Fatie Gbedema (Advisor)		CSO
The Central Islamic Org. of Guyana	Patrick Lephyr (Executive Member)		
	Patricia George (Rapporteur)		

ANNEX V: Communication and Visibility Plan

A – OBJECTIVES

1. Overall communication objectives

Objective #1: Raise awareness of family violence and its prevalence in Guyana by publicising data and supportive facts, creative messaging to key audiences, exhibiting thought leadership on violence against women and girls, media sensitisation and training.

Objective #2: Illustrate and promote the impact and results of Spotlight-supported interventions by finding, sharing and promoting the stories of women and girls whose lives have been positively transformed by Spotlight-supported interventions.

Objective # 3: Provide communications for development support to strengthen Spotlight Initiative's programme implementation through public advocacy.

Objective # 4: Provide visibility for the Spotlight Initiative, its donors and partners by coordinating consistent and coherent branding, high-profile endorsements from influencers, top-tier media placements, organising publicity events and campaigns.

2. Messages

The global messaging categories developed by the Secretariat will be applied nationally:
- Violence against women and girls.
- Family violence.
- The Spotlight Initiative.

3. Audiences

- Spotlight Initiative programme beneficiaries (women, girls, boys, men)
- Traditional and religious leaders
- Civil society organizations (youth groups and networks, SRHR activists, indigenous groups, LGBTI leaders, vulnerable and marginalized groups, disabilities rights groups, local/grassroots organizations, labour/trade unions)
- Government entities
- Development partners
- Media
- UN agencies
- EU delegation
- Private sector
- Migrant population
- Political parties
- Animation/technology companies
- General public
- Academia

B – COMMUNICATION ACTIVITIES

4. Content production

Content types:

- Stories: for web, social media and print placement.
- Videos: for web, social media and television placements.

- Photography: for web, social media and print placements.
- Infographics: for web, social media and presentation placements.
- Print and publications: documents such as fact sheets, banners, posters, brochures, tool kits and other printed materials.

Nb: Details of the nature, roles and responsibilities for delivering high-quality content will be included in Version 1.

5. Channels

The following will be used:
- Website (www.spotlightinitiative.org and www.un.org.gy)
- Traditional media (Newspapers, television, radio)
- Social media (Facebook, Twitter, Instagram, Youtube). The official hashtag #SpotlightEndViolence will be used.
- Events (national launch, UN observances, TED-talk style fora)
- Celebrities/influencers (musicians, athletes, influencers, politicians, artistes)
- Newsletters

6. Monitoring and evaluation

Objective #1
Indicator 1: Number of journalists better able to sensitively report on family violence more broadly (Outcome Indicator 3.3.4).
Indicator 2: Percentage of audience with accurate knowledge on the prevalence of family violence.

Objective # 2
Indicator 1: Percentage of identified audiences with accurate knowledge of the Spotlight Initiative.
Indicator 2: Percentage of identified audiences with a positive perception of the Spotlight Initiative.
Indicator 3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly (Output Indicator 3.3.3).

Objective # 3
Indicator1: Spotlight programming pillars supported with communications inputs, methods and activities.

Objective # 4
Indicator 1: Percentage growth of Spotlight audiences (segmented).
Indicator 2: Percentage increase in Spotlight brand recognition.
Indicator 3: Number of media hits, number of articles published.
Indicator 4: Number of followers or subscribers, social media engagement (impressions/likes/shares).
Indicator 5: Number of evens, number of event attendees.

Additionally, online tools will be utilised to support monitoring and evaluation of website, social media and other activities. Also knowledge, attitude and practice (KAP) surveys for baseline surveys will be developed.

7. Provisions for feedback (when applicable)

For workshops assessment forms such as this will be used. Additionally, forms will garner participants opinions on '*the most important part of the exercise',* 'the least important part (s) of the workshop', and 'suggestions for future workshops'.

WORKSHOP EVALUATION FORM

Spotlight Initiative - Guyana
_____

Please rate each of the following aspects of the workshop. Tick the box that indicates how much you agree with each statement.

0 = not at all   **1** = somewhat   **2** = met expectations   **3** = exceeded expectations

	0	1	2	3
1. The workshop content was relevant	☐	☐	☐	☐
2. The workshop content was comprehensive	☐	☐	☐	☐
3. The workshop content was easy to understand	☐	☐	☐	☐
4. Group activities discussions were useful learning experiences	☐	☐	☐	☐
5. Plenary discussions were useful for exchanging and sharing of information	☐	☐	☐	☐
6. The hand-outs were clear and well-organized	☐	☐	☐	☐
7. The facilitators were knowledgeable	☐	☐	☐	☐
8. The facilitators were supportive	☐	☐	☐	☐

C - Resources

8. Human Resources

- The Resident Coordinator's Development Coordination Officer, Programme Communications and Advocacy will provide communications support during the programme formulation and implementation.
- The Spotlight Initiative Communications Officer will support during the programme implementation.
- The joint interagency UN Communications, Information and Advocacy Group (UNCIAG) will support during programme implementation.
- The UN Coordination Specialist will serve as manager for communication activities.

9. Financial resources

A minimum of 2 percent from programming costs will be budgeted to ensure a robust and impactful communications and visibility action plan that will be implemented under the Country Programme, including a dedicated Communications Officer.

Nb: the absolute figures and percentage of the overall budget for the Country Programme will be available in version 1.

10. Partnerships List

- EU Delegation
- Guyana Press Association
- Department of Public Information

- Guyana Learning Channel
- Television stations
- Radio stations
- Online outlets
- Newspapers
- Private sector
- UNFPA
- UNICEF
- UNDP
- UN Women
- UNIC

ANNEX VI: Mapping of Target Areas

Indicator	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
Lifetime prevalence of GBV			15%	29%			1%			2%
Physical/sexual IPV	4.2	5.5	15.2	27.6	7.6	9.9	0.8	2.9	1.5	1.1
Non-partner sexual violence	3.8	7.7	15.4	7.7	0	3.8	3.8	7.7	7.7	0
Early child bearing*	8.70%	7.0%	13.30%	33.50%	5.20%	15.80%	n.a	2.40%	7.30%	5.80%
Alcohol prevalence	38.50%	35.30%	32.70%	33.40%	23.90%	30.40%	38.50%	38.50%	38.50%	24.90%
Incest										
TIP										
Migrant population										
State of services (Low, Medium, High)										
Readiness of CSOs/communities										
# of CSOs in regions [Source: Min. of Social Protection]	2	61	49	118	14	23	13	3	27	6
% distribution of women age 15-49 years [Source: MICS 2014]	1.5	5	17.4	44.8	6.3	15.1	2.5		2.4	4.9
Population	26,941	46,810	107,416	313,429	49,723	109,431	20,280	10,190	24,212	39,452

Annex VII: Total Beneficiary Count by Outcomes

Indicative numbers	Outcome 1: Laws & Policies		Outcome 2: institutions		Outcome 3: Prevention		Outcome 4: Services		Outcome 5: Data		Outcome 6: CSOs		TOTAL	
	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect
Women	500	**218,663**	150		5,000	75,000	6,800	250,000	10,008	250,000	3,000	50,000	25,458	
Girls	20,000	**154,830**	50		4,000	75,000	3,400	125,000	5,004	125,000	400	50,000	32,854	
Men	300	**218,647**	30		2,000	50,000	256	248,000	256	248,000	1,500	25,000	4,342	
Boys	15,000	**154,815**	15		2,000	50,000	128	124,000	128	124,000	200	25,000	17,328	
Other	1,000		5										5	
TOTAL	36,800	747,000	250	747,000	13,000	250,000	10,584	747,000	10,584	747,000	5,100	150,000	209,062	747,000

ANNEX VII: Guidance on CSOs[78]

- **Thresholds**: Given the importance of civil society to advancing progress in this area, a minimum threshold of 10-15 percent of Country Programme funds should be dedicated to Outcome/Pillar 6. Additionally, in order to build national capacities and advance the SDG principle of national ownership, one of the key principles of the Spotlight Initiative is to shift power away from international CSOs to national, local and grassroots CSOs. It is, therefore, recommended that 30-50 percent of the Country Programme allocation be delivered by engaging CSOs as Implementing Partners. Of this amount, it is further recommended that 50-70 percent be delivered by national, and in particular, by local and grassroots CSOs.

- **Civil Society National Reference Group**: In addition to the funding and support described above, civil society will play an essential partner role in the design and development, and later implementation, of the Country Programme through the establishment of a Civil Society National Reference Group (CS-NRG). The establishment of the CS-NRG will be guided by the principles of inclusion, feminist-led and human rights-based, national ownership and transparency.

    o The CS-NRG will act as an institutional mechanism to bring in civil society participation and expertise. The Spotlight Initiative reference groups would serve a dual function — as advisors to the Spotlight Country Programmes and as advocates and partners for the realization of its objectives. The groups will also hold the Spotlight Initiative accountable for the commitments made under the programme.

    o It is recommended that at least **50 percent of all members** of the National and Regional Civil Society Reference Groups should be from women's rights and feminist activist groups. The Reference Groups should also have representation of women and girls from groups facing multiple and intersecting forms of discrimination. The final composition of the CS-NRGs will be reviewed by global civil society partners and by the Spotlight Secretariat to ensure that the guiding principles are upheld.

    o While this group is formed, guidance has been provided to establish an *Interim Civil Society National Reference Group to facilitate* the formation of the permanent CS-NRG following an inclusive process. *Specific guidance on the set-up, roles and functions of the CS-NRG is available in Annexes.*

- At least 20 percent of the composition of multi-stakeholder **National and Regional Programme Steering Committees** will be from civil society as full voting members, nominated by the Regional and National Civil Society Reference Groups.

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[78] Spotlight Secretariat.

- CSO-consultation: The UNCTs are encouraged to involve and consult the interim civil society reference group at the earliest stages in the design of the CPD. Civil society representatives, individual advocates and community members should also be invited in the multi-stakeholder consultations, as well as through targeted outreach consultations in specific local districts to technically inform the design of the CPD. All consultations with civil society, as well as all other stakeholders, and resulting recommendations from these consultations should be captured in the annex to the Country Programme Document (as per the template provided).

ANNEX TABLE 1 – POPULATION DISTRIBUTION BY SEX AND REGION (2012)

Regions	T-Women	T-Men	T-Girls	T-Boys	60 percent TW	60 percent TM	60 percent TG	60 percent TB	40 percent TW	40 percent TM	40 percent TG	40 percent TB	Grand Totals
1	6,090	6,088	7,733	7,732	3,654	3,653	4,640	4,639	2,436	2,435	3,093	3,093	27,643
2	13,137	13,136	10,269	10,268	7,882	7,882	6,161	6,161	5,255	5,254	4,108	4,107	46,810
3	32,854	32,853	21,039	21,038	19,712	19,712	12,623	12,623	13,142	13,141	8,416	8,415	107,784
4	95,188	95,187	60,595	60,594	57,113	57,112	36,357	36,356	38,075	38,075	24,238	24,238	311,564
5	14,526	14,524	10,386	10,384	8,716	8,714	6,232	6,230	5,810	5,810	4,154	4,154	49,820
6	32,803	32,801	22,025	22,023	19,682	19,681	13,215	13,214	13,121	13,120	8,810	8,809	109,652
7	5,020	5,018	4,169	4,168	3,012	3,011	2,501	2,501	2,008	2,007	1,668	1,667	18,375
8	2,776	2,775	2,764	2,762	1,666	1,665	1,658	1,657	1,110	1,110	1,106	1,105	11,077
9	5,351	5,349	6,770	6,768	3,211	3,209	4,062	4,061	2,140	2,140	2,708	2,707	24,238
10	10,918	10,916	9,080	9,078	6,551	6,550	5,448	5,447	4,367	4,366	3,632	3,631	39,992
TOTAL	218,663	218,647	154,830	154,815	131,198	131,188	92,898	92,889	87,465	87,459	61,932	61,926	746,955

ANNEX TABLE 2: ADMINISTRATIVE REGIONS, AREAS & POPULATION IN GUYANA (2012)

#	Name of Region	Area (km)	Population	Population per km	Region	Urban/Rural
1	Barima-Waini	20,339	26,941	1.32	Hinterland	Rural
2	Pomeroon – Supenaam	6,195	46,810	7.56	Coastland	Urban
3	Essequibo Islands – West Demerara	3,755	107,416	28.61	Coastland	Rural
4	Demerara – Mahaica	2,232	313,429	140.43	Coastland	Urban
5	Mahaica – Berbice	4,190	49,723	11.87	Coastland	Rural
6	East Berbice – Corentyne	36,234	109,431	3.02	Coastland	Urban
7	Potaro – Siparuni	47,213	20,280	0.43	Hinterland	Rural
8	Cuyuni – Mazaruni	20,051	10,190	0.51	Hinterland	Rural
9	Upper Takutu – Upper Essequibo	57,750	24,212	0.42	Hinterland	Rural
10	Upper Demerara – Berbice	17,040	39,452	2.32	Coastland	Urban
	TOTAL	214,999	747,884	3.48		

Source: Guyana National Bureau of Statistics, 2012 Census

ANNEX TABLE 3: ADOLESCENT PREGNANCIES AND RATES IN GUYANA BY REGION (2015-2016)

Region	Female 12-18 yrs. 2012 census	Pregnancies		Rate per 1,000		percent of adolescent pregnancy	
		2015	2016	2015	2016	2015	2016
1	2,601	382	275	146.86	105.72	9.7	8.7
2	4,177	273	221	65.35	52.9	6.9	7.0
3	8,334	501	420	60.11	50.39	12.8	13.3
4	23,563	1,234	1,056	52.37	44.81	31.5	33.5
5	4,215	203	165	48.16	39.14	5.2	5.2
6	9,132	565	497	61.87	54.42	14.5	15.8
7	1,260	155		123.01		3.9	
8	809	95	77	117.42	95.17	2.4	2.4
9	2,168	231	230	106.54	106.08	5.9	7.3
10	3,286	270	182	82.16	55.38	6.9	5.8
Total	**59,545**	**3,285**	**3,123**	**55.16**	**52.44**	**100**	**100**

Source: Ministry of Health Statistical Unit

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